Koviloor Acadamy

GOVERNMENT OF MADRAS

THE MADRAS FACTORIES MANUAL

Corrected up to 1st August 1938

408

MADRAS

PRINTED BY THE SUPERINTENDENT, GOVERNMENT PRESS

PRICE, *Rs.* 1-2-0] 1939

Koviloor Acadamy

18.8.39

Koviloor Acadamy

விவேகானந்த புத்தகசாலை
ஹிந்து மதாபிமான சங்கம்
காரைக்குடி.

Koviloor Acadamy

GOVERNMENT OF MADRAS

THE MADRAS FACTORIES MANUAL

Corrected up to 1st August 1938

MADRAS
PRINTED BY THE SUPERINTENDENT, GOVERNMENT PRESS
1939

Koviloor Acadamy

CONTENTS

		PAGE
	I. The Factories Act, 1934.	
1	The Factories Act, 1934	1
2	The Madras Factories Rules, 1936	37
3	The Hazardous Occupations (Lead) Rules, 1937	109
4	Do. (Cellulose Spraying) Rules, 1937 ..	113
5	Do. (Chromium) Rules, 1937	114
6	Do. (Rubber) Rules, 1937	115
7	Do. (Aerated Waters) Rules, 1937 ..	116
8	Do. (Sand Blasting) Rules, 1937 ..	117
9	Do. (Miscellaneous) Rules, 1937 ..	118
10	Notifications by Government under the Factories Act ..	120
11	Certifying Surgeons under the Factories Act	129
	II. The Madras Maternity Benefit Act, 1934.	
12	The Madras Maternity Benefit Act, 1934	134
13	Do. Rules, 1935	139
	III. The Payment of Wages Act, 1936.	
14	The Payment of Wages Act, 1936	143
15	The Madras Payment of Wages Rules, 1937	157
16	The Payment of Wages (Procedure) Rules, 1937	168
17	Do. (Railways) Rules, 1937	176
18	Do. (Federal Railways) Rules, 1938 ..	186
19	Notifications by Government under the Payment of Wages Act.	196
	IV. The Cotton Ginning and Pressing Factories Act, 1925.	
20	The Cotton Ginning and Pressing Factories Act, 1925	198
21	The Indian Cotton Ginning and Pressing Factories Rules, 1925.	205
22	The Madras Cotton Ginning and Pressing Factories Rules, 1925.	207
23	Notifications by Government under the Cotton Ginning and Pressing Factories Act	212
	V. The Cotton Industry (Statistics) Act, 1926.	
24	The Cotton Industry (Statistics) Act, 1926	218
25	Do. Rules, 1926	222
26	Notifications by Government under the Cotton Industry (Statistics) Act, 1926	225
	VI. The Indian Merchandise Marks Act, 1889.	
27	The Indian Merchandise Marks Act, 1889, with Government of India notification	226
	VII. Miscellaneous.	
28	Government Orders regarding the approval of plans of factory buildings	229

Koviloor Acadamy

THE MADRAS FACTORIES MANUAL

(Corrected up to 1st August 1938)

THE FACTORIES ACT, 1934 (ACT XXV OF 1934)

(As modified up to 15th August 1937)

STATEMENT OF REPEALS AND AMENDMENTS.

SECTIONS 2, 3 AND 4, AMENDED	The Government of India (Adaptation of Indian Laws) Order, 1937.
SECTION 5, AMENDED	*Ibid* and Act VIII of 1936, s. 2.
SECTIONS 6, 7, 8, 10, 11, 12, 14, 15, 16, 18, 24, 27, 28, 31, 32, 33, 38, 39 AND 41, AMENDED.	The Government of India (Adaptation of Indian Laws) Order, 1937.
SECTION 43, AMENDED	*Ibid* and Act XI of 1935, s. 2.
SECTIONS 44, 45, 46, 47, 49, 54, 55, 56, 59, 76 and 77, AMENDED.	The Government of India (Adaptation of Indian Laws) Order, 1937.
SECTION 78, REPEALED	*Ibid.*
SECTION 79, AMENDED	*Ibid.*
SECTION 82 AND SCHEDULE, REPEALED.	Act XX of 1937, s. 3 and 2nd Sch.

Koviloor Acadamy

THE FACTORIES ACT, 1934.

CONTENTS

CHAPTER I.

PRELIMINARY.

SECTIONS.

1. Short title, extent and commencement.
2. Definitions.
3. References to time of day.
4. Seasonal factories.
5. Power to declare places to be factories.
6. Power to declare departments to be separate factories.
7. Power to exempt on a change in the factory.
8. Power to exempt during public emergency.
9. Notice to Inspector before commencement of work.

CHAPTER II.

THE INSPECTING STAFF.

10. Inspectors.
11. Powers of Inspector.
12. Certifying surgeons.

Koviloor Acadamy

CHAPTER III.

Health and Safety.

Sections.

13. Cleanliness.

14. Ventilation.

15. Artificial humidification.

16. Cooling.

17. Overcrowding.

18. Lighting.

19. Water.

20. Latrines and urinals.

21. Doors to open outwards.

22. Precautions against fire.

23. Means of escape.

24. Fencing.

25. Power to require specifications of defective parts or tests of stability.

26. Safety of buildings and machinery.

27. Restrictions on work near machinery in motion.

28. Power to exclude children.

29. Prohibition of employment of women and children near cotton-openers.

30. Notice of certain accidents.

31. Appeals.

32. Power of Provincial Government to make rules to supplement this Chapter.

33. Power to make rules relating to shelters for workers during rest, and—

rooms for children,—

certificates of stability,—

hazardous operations.

Koviloor Acadamy

CHAPTER IV.

Restrictions on Working Hours of Adults.

Sections.

34. Weekly hours.
35. Weekly holiday.
36. Daily hours.
37. Intervals for rest.
38. Spreadover.
39. Notice of Periods for Work for Adults and preparation thereof.
40. Copy of Notice of Periods for Work to be sent to Inspector.
41. Register of Adult Workers.
42. Hours of work to correspond with Notice under section 39 and Register under section 41.
43. Power to make rules exempting from restrictions.
44. Power to make orders exempting from restrictions.
45. Further restrictions on the employment of women.
46. Special provision for night-shifts.
47. Extra pay for overtime.
48. Restriction on double employment.
49. Control of overlapping shifts.

CHAPTER V.

Special Provisions for Adolescents and Children.

50. Prohibition of employment of young children.
51. Non-adult workers to carry tokens giving reference to certificates of fitness.
52. Certificates of fitness.
53. Effect of certificate granted to adolescent.
54. Restrictions on the working hours of a child.
55. Notice of Periods for Work for Children.
56. Register of Child Workers.
57. Hours of work to correspond with Notice and Register.
58. Power to require medical examination.
59. Power to make rules.

Koviloor Acadamy

CHAPTER VI.

Penalties and Procedure.

Sections.

60. Penalty for contraventions of Act and rules.

61. Enhanced penalty in certain cases after previous conviction.

62. Penalty for failure to give notice of commencement of work or of change of manager.

63. Penalty for obstructing Inspector.

64. Penalty for failure to give notice of accidents.

65. Penalty for failure to make returns.

66. Penalty for smoking or using naked light in vicinity of inflammable material.

67. Penalty for using false certificate.

68. Penalty on guardian for permitting double employment of a child.

69. Penalty for failure to display certain notices.

70. Determination of "occupier" for purposes of this Chapter.

71. Exemption of occupier or manager from liability in certain cases.

72. Presumption as to employment.

73. Evidence as to age.

74. Cognizance of offences.

75. Limitation of prosecutions.

CHAPTER VII.

Supplemental.

76. Display of factory notices.

77. Power of Provincial Government to make rules.

78. *Omitted.*

79. Publication of rules.

80. Application to Crown factories.

81. Protection to persons acting under this Act.

82. *Repealed.*

The Schedule—Repealed.

Koviloor Acadamy

ACT No. XXV OF 1934.[1]

[20*th August* 1934.]

(*As modified up to the* 15*th August* 1937.)

An Act to consolidate and amend the law regulating labour in factories.

WHEREAS it is expedient to consolidate and amend the law regulating labour in factories; It is hereby enacted as follows :—

CHAPTER I.

PRELIMINARY.

Short title, extent and commencement.

1. (1) This Act may be called the Factories Act, 1934.

(2) It extends to the whole of British India, including British Baluchistan and the Sonthal Parganas.

(3) It shall come into force on the 1st day of January 1935.

Definitions.

2. In this Act, unless there is anything repugnant in the subject or context,—

(*a*) "adolescent" means a person who has completed his fifteenth but has not completed his seventeenth year;

(*b*) "adult" means a person who has completed his seventeenth year;

(*c*) "child" means a person who has not completed his fifteenth year;

(*d*) "day" means a period of twenty-four hours beginning at midnight;

(*e*) "week" means a period of seven days beginning at midnight on Saturday night;

(*f*) "power" means electrical energy and any other form of energy which is mechanically transmitted and is not generated by human or animal agency;

(*g*) "manufacturing process" means any process—

(i) for making, altering, repairing, ornamenting, finishing or packing, or otherwise treating any article or substance with a view to its use, sale, transport, delivery or disposal, or

---

[1] For Statement of Objects and Reasons, *see Gazette of India*, 1933, Pt. V, p. 175; for Report of Select Committee, *see ibid*, 1934, Pt. V, p. 44.

Koviloor Acadamy

(ii) for pumping oil, water or sewage, or

(iii) for generating, transforming or transmitting power ;

(*h*) "worker" means a person employed, whether for wages or not, in any manufacturing process, or in cleaning any part of the machinery or premises used for a manufacturing process, or in any other kind of work whatsoever incidental to or connected with the manufacturing process or connected with the subject of the manufacturing process, but does not include any person solely employed in a clerical capacity in any room or place where no manufacturing process is being carried on ;

(*j*) "factory" means any premises including the precincts thereof whereon twenty or more workers are working, or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on with the aid of power, or is ordinarily so carried on,

but does not include a Mine subject to the operation of the Indian Mines Act, 1923 ; IV of 1923.

(*k*) "machinery" includes all plant whereby power is generated, transformed, transmitted or applied ;

(*l*) "occupier" of a factory means the person who has ultimate control over the affairs of the factory ;

Provided that where the affairs of a factory are entrusted to a managing agent, such agent shall be deemed to be the occupier of the factory ;

(*m*) where work of the same kind is carried out by two or more sets of workers working during different periods of the day, each of such sets is called a "relay" and the period or periods for which it works is called a "shift" ; and

(*n*) "prescribed" means prescribed by rules made by the [1][Provincial Government] under this Act.

References to time of day.

3. References to time of day in this Act are references—

(*a*) in British India, [2] ** to Indian Standard Time which is five and a half hours ahead of Greenwich Mean Time, and

[3] (*b*) * * * *

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

[2] The words "excluding Burma," were omitted, *ibid.*

[3] Clause (*b*) was omitted, *ibid.*

Koviloor Acadamy

Provided that for any area in British India in which Indian Standard Time is not ordinarily observed the [1][Provincial Government] may make rules—

(i) specifying the area,

(ii) defining the local mean time ordinarily observed therein, and

(iii) permitting such time to be observed in all or any of the factories situated in the area.

Seasonal factories.

4. (1) For the purposes of this Act, a factory which is exclusively engaged in one or more of the following manufacturing processes, namely, cotton ginning, cotton or jute pressing, the decortication of groundnuts, the manufacture of coffee, indigo, lac, rubber, sugar (including *gur*) or tea, or any manufacturing process which is incidental to or connected with any of the aforesaid processes, is a seasonal factory :

Provided that the [1][Provincial Government] may, by notification in the [2][Official Gazette], declare any such factory in which manufacturing processes are ordinarily carried on for more than one hundred and eighty working days in the year, not to be a seasonal factory for the purposes of this Act.

(2) The [1][Provincial Government] may, by notification in the [Official Gazette], declare any specified factory in which manufacturing processes are ordinarily carried on for not more than one hundred and eighty working days in the year and cannot be carried on except during particular seasons or at times dependent on the irregular action of natural forces, to be a seasonal factory for the purposes of this Act.

Power to declare places to be factories.

5. (1) Notwithstanding anything contained in clause (*j*) of section 2, the [1][Provincial Government] may, by notification in the [2][Official Gazette], declare any [3][place wherein], a manufacturing process is carried on whether with or without the aid of power and [4][wherein] on any one day of the twelve months preceding the notification, ten or more workers were employed, to be a factory for all or any of the purposes of this Act.

---

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

[2] These words were substituted for the words "local Official Gazette," *ibid.*

[3] These words were substituted for the words "premises whereon or within the precincts whereof" by s. 2 of the Factories (Amendment) Act, 1936 (VIII of 1936).

[4] This word was substituted for the words "whereon or within the precincts whereof", *ibid.*

Koviloor Acadamy

(2) A notification under sub-section (1) may be made in respect of any specified [1][place or class of places].

(3) A notification under sub-section (1) shall cease to have effect in respect of any [2][place] after the lapse of twelve months during which not more than nine workers were employed [3] [therein] on any day.

Power to declare departments to be separate factories.

6. The [4] [Provincial Government] may, by order in writing, direct that the different departments or branches of a specified factory shall be treated as separate factories for all or any of the purposes of this Act.

Power to exempt on a change in the factory.

7. Where the [4] [Provincial Government] is satisfied that, following upon a change of occupier of a factory or in the manufacturing processes carried on therein, the number of workers for the time being working in the factory is less than twenty and is not likely to be twenty or more on any day during the ensuing twelve months, it may, by order in writing, exempt such factory from the operation of this Act:

Provided that any exemption so granted shall cease to have effect on and after any day on which twenty or more workers work in the factory.

Power to exempt during public emergency.

8. In any case of public emergency the [5] [Provincial Government] may, by notification in the [6] [Official Gazette], exempt any factory from any or all of the provisions of this Act for such period as [7] [it] may think fit.

Notice to Inspector before commencement of work.

9. (1) Before work is begun, in any factory after the commencement of this Act, or before work is begun in any seasonal factory each season, the occupier shall send to the Inspector a written notice containing—

(*a*) the name of the factory and its situation,

(*b*) the address to which communications relating to the factory should be sent,

(*c*) the nature of the manufacturing processes to be carried on in the factory,

---

[1] These words were substituted for the words "premises or class of premises" by s. 2 of the Factories (Amendment) Act, 1936 (VIII of 1936).

[2] This word was substituted for the word "premises," *ibid.*

[3] This word was substituted for the word "thereon," *ibid.*

[4] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

[5] These words were substituted for the words "Governor General in Council," *ibid.*

[6] These words were substituted for the words "*Gazette of India*," *ibid.*

[7] This word was substituted for the word "he," *ibid.*

Koviloor Acadamy

(*d*) the nature and amount of the power to be used, and

(*e*) the name of the person who shall be the manager of the factory for the purposes of this Act.

(2) Whenever another person is appointed as manager, the occupier shall send to the Inspector a written notice of the change, within seven days from the date on which the new manager assumes charge.

(3) During any period for which no person has been designated as manager of a factory under this section, or during which the person designated does not manage the factory, any person found acting as manager, or, if no such person is found, the occupier himself, shall be deemed to be the manager of the factory for the purposes of this Act.

CHAPTER II.

The Inspecting Staff.

Inspectors

10. (1) The [1] [Provincial Government] may, by notification in the [2] [Official Gazette], appoint such persons as it thinks fit to be Inspectors for the purposes of this Act within such local limits as it may assign to them respectively.

(2) The [1] [Provincial Government] may, by notification as aforesaid, appoint any person to be a Chief Inspector, who shall, in addition to the powers conferred on a Chief Inspector under this Act, exercise the powers of an Inspector throughout the province.

(3) No person shall be appointed to be an Inspector under sub-section (1) or a Chief Inspector under sub-section (2) or, having been so appointed, shall continue to hold office, who is or becomes directly or indirectly interested in a factory or in any process or business carried on therein or in any patent or machinery connected therewith.

(4) Every District Magistrate shall be an Inspector for his district.

(5) The [1] [Provincial Government] may also, by notification as aforesaid, appoint such public officers as it thinks fit to be additional Inspectors for all or any of the purposes of this Act, within such local limits as it may assign to them respectively.

---

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

[2] These words were substituted for the words "local Official Gazette," *ibid.*

Koviloor Acadamy

(6) In any area where there are more Inspectors than one, the [1][Provincial Government] may, by notification as aforesaid, declare the powers which such Inspectors shall respectively exercise, and the Inspector to whom the prescribed notices are to be sent.

(7) Every Chief Inspector and Inspector shall be deemed to be a public servant within the meaning of the Indian Penal Code and shall be officially subordinate to such authority as the [1] [Provincial Government] may specify in this behalf. XLV of 1860

Powers of Inspector.

11. Subject to any rules made by the [1][Provincial Government], in this behalf, an Inspector may, within the local limits for which he is appointed—

(*a*) enter, with such assistants (if any), being persons [2][in the service of the Crown] or of any municipal or other public authority, as he thinks fit, any place, which is, or which he has reason to believe to be, used as a factory or capable of being declared to be a factory under the provisions of section 5 ;

(*b*) make such examination of the premises and plant and of any prescribed registers, and take on the spot or otherwise such evidence of any persons as he may deem necessary for carrying out the purposes of this Act ; and

(*c*) exercise such other powers as may be necessary for carrying out the purposes of this Act :

Provided that no one shall be required under this section to answer any question or give any evidence tending to criminate himself.

Certifying surgeons.

12. (1) The [1] [Provincial Government] may appoint such registered medical practitioners as it thinks fit to be certifying surgeons for the purposes of this Act within such local limits as it may assign to them respectively.

(2) A certifying surgeon may authorize any registered medical practitioner to exercise any of his powers under this Act :

Provided that a certificate of fitness for employment granted by such authorized practitioner shall be valid for a period of three months only, unless it is confirmed by the certifying surgeon himself after examination of the person concerned.

---

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

[2] These words were substituted for the words "in the employment of Government," *ibid*.

Koviloor Acadamy

Explanation.—In this section a "registered medical practitioner" means any person registered under the Medical Act, 1858, or any subsequent enactment amending it, or under any Act of any legislature in British India providing for the maintenance of a register of medical practitioners, and includes, in any area where no such register is maintained, any person declared by the [1][Provincial Government], by notification in the [2][Official Gazette], to be a registered medical practitioner for the purposes of this section.

21 & 22 Vict c. 90.

CHAPTER III.

HEALTH AND SAFETY.

Cleanliness.

13. Every factory shall be kept clean and free from effluvia arising from any drain, privy or other nuisance, and shall be cleansed at such times and by such methods as may be prescribed, and these methods may include lime-washing or colour-washing, painting, varnishing, disinfecting and deodorising.

Ventilation.

14. (1) Every factory shall be ventilated in accordance with such standards and by such methods as may be prescribed.

(2) Where gas, dust or other impurity is generated in the course of work, adequate measures shall be taken to prevent injury to the health of workers.

(3) If it appears to the Inspector that in any factory gas, dust or other impurity generated in the course of work is being inhaled by the workers to an injurious extent, and that such generation or inhalation could be prevented by the use of mechanical or other devices, he may serve on the manager of the factory an order in writing, directing that mechanical or other devices for preventing such generation or inhalation shall be provided before a specified date, and shall thereafter be maintained in good order and used throughout working hours.

(4) The [1][Provincial Government] may make rules for any class of factories requiring mechanical or other devices to be provided and maintained for preventing the generation or inhalation of gas, dust or other impurities, which may be injurious to workers and specifying the nature of such devices.

Artificial humidification.

15. (1) The [1][Provincial Government] may make rules—

(*a*) prescribing standards for the cooling properties of the air in factories in which the humidity of the air is artificially increased;

---

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

[2] These words were substituted for the words "local Official Gazette", *ibid.*

Koviloor Acadamy

(*b*) regulating the methods used for artificially increasing the humidity of the air ; and

(*c*) directing prescribed tests for determining the humidity and cooling properties of the air to be carried out and recorded.

(2) In any factory in which the humidity of the air is artificially increased, the water used for the purpose shall be taken from a public supply or other source of drinking water, or shall be effectively purified before it is so used.

(3) If it appears to the Inspector that the water used in a factory for increasing humidity which is required to be effectively purified under sub-section (2) is not effectively purified, he may serve on the manager of the factory an order in writing, specifying the measures which in his opinion should be adopted, and requiring them to be carried out before a specified date.

Cooling.

16. If it appears to the Chief Inspector or to an Inspector specially authorized in this behalf by the [1][Provincial Government] that the cooling properties of the air in any factory are at times insufficient to secure workers against injury to health or against serious discomfort, and that they can be to a great extent increased by measures which will not involve an amount of expense which is unreasonable in the circumstances, the Chief Inspector may serve on the manager of the factory an order in writing, specifying the measures which in his opinion should be adopted, and requiring them to be carried out before a specified date.

Overcrowding.

17. In order that no room in a factory shall be crowded during working hours to a dangerous extent or to an extent which may be injurious to the health of the workers, the proportion which the number of cubic feet of space in a room and the number of superficial feet of its floor area bears to the number of workers working at any time therein shall not be less than such standards as may be prescribed either generally or for the particular class of work carried on in the room.

Lighting.

18. (1) A factory shall be sufficiently lighted during all working hours.

(2) If it appears to the Inspector that any factory is not sufficiently lighted, he may serve on the manager of the factory an order in writing, specifying the measures which in his opinion should be adopted, and requiring them to be carried out before a specified date.

---

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

Koviloor Acadamy

(3) The [1][Provincial Government] may make rules requiring that all factories of specified classes shall be lighted in accordance with prescribed standards.

Water.

19. (1) In every factory a sufficient supply of water fit for drinking shall be provided for the workers at suitable places.

(2) The supply required by sub-section (1) shall comply with such standards as may be prescribed.

(3) In every factory in which any process involving contact by the workers with injurious or obnoxious substances is carried on, a sufficient supply of water suitable for washing shall be provided for the use of workers, at suitable places and with facilities for its use, according to such standards as may be prescribed.

Latrines and urinals.

20. For every factory sufficient latrines and urinals, according to the prescribed standards, shall be provided, for male workers and for female workers separately, of suitable patterns and at convenient places as prescribed, and shall be kept in a clean and sanitary condition during all working hours.

Doors to open outwards.

21. In every factory the doors of each room in which more than twenty persons are employed shall, except in the case of sliding doors, be constructed so as to open outwards, or, where the door is between two rooms, in the direction of the nearest exit from the building, and no such door shall be locked or obstructed while any work is being carried on in the room.

Precautions against fire.

22. In every factory such precautions against fire shall be taken as may be prescribed.

Means of escape.

23. (1) Every factory shall be provided with such means of escape in case of fire as can reasonably be required in the circumstances of each factory.

(2) If it appears to the Inspector that any factory is not so provided, he may serve on the manager of the factory an order in writing, specifying the measures which in his opinion should be adopted, and requiring them to be carried out before a specified date.

(3) The means of escape shall not be obstructed while any work is being carried on in the factory.

Fencing.

24. (1) In every factory the following shall be kept adequately fenced, namely :—

(*a*) every exposed moving part of a prime mover and every flywheel directly connected to a prime mover,

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

Koviloor Acadamy

(*b*) every hoist or lift, hoist-well or lift-well, and every trap-door or similar opening near which any person may have to work or pass, and

(*c*) every part of the machinery which the [1] [Provincial Government] may prescribe.

(2) If it appears to the Inspector that any other part of the machinery in a factory is dangerous if not adequately fenced, he may serve on the manager of the factory an order in writing, specifying the measures which in his opinion should be adopted, and requiring them to be carried out before a specified date.

(3) All fencing required by or under this section or under sub-section (1) of section 26 shall be maintained in an efficient state at all times when the workers have access to the parts required to be fenced except where they are under repair or are under examination in connexion with repair or are necessarily exposed for the purpose of cleaning or lubricating or altering the gearing or arrangements of the machinery.

(4) Such further provisions as may be prescribed shall be made for the protection from danger of persons employed in attending to the machinery in a factory.

Power to require specifications of defective parts or tests of stability.

25. If it appears to the Inspector that any building or part of a building, or any part of the ways, machinery or plant in a factory is in such a condition that it may be dangerous to human life or safety, he may serve on the manager of the factory an order in writing requiring him before a specified date—

(*a*) to furnish such drawings, specifications and other particulars as may be necessary to determine whether such building, ways, machinery or plant can be used with safety, or

(*b*) to carry out such tests as may be necessary to determine the strength or quality of any specified parts and to inform the Inspector of the results thereof.

Safety of buildings and machinery.

26. (1) If it appears to the Inspector that any building or part of a building or any part of the ways, machinery or plant in a factory is in such a condition that it is dangerous to human life or safety, he may serve on the manager of the factory an order in writing specifying the measures which in his opinion should be adopted, and requiring them to be carried out before a specified date.

(2) If it appears to the Inspector that the use of any building or part of a building or of any part of the ways, machinery or plant in a factory involves imminent danger to

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

Koviloor Acadamy

human life or safety, he may serve on the manager of the factory an order in writing prohibiting its use until it has been properly repaired or altered.

Restrictions on work near machinery in motion.

27. (1) No woman or child shall be allowed to clean or oil any part of the machinery of a factory while that part is in motion under power, or to work between moving parts or between fixed and moving parts of any machinery which is in motion under power.

(2) The [1][Provincial Government] may, by notification in the [Official Gazette], prohibit, in any specified factory or class of factories, the cleaning or oiling by any person of specified parts of machinery when these parts are in motion under power.

Power to exclude children.

28. (1) The [1][Provincial Government] may make rules prohibiting the admission to any specified class of factories, or to specified parts thereof, of children who cannot be lawfully employed therein.

(2) If it appears to the Inspector that the presence in any factory or part of a factory of children who cannot be lawfully employed therein may be dangerous to them or injurious to their health, he may serve on the manager of the factory an order in writing directing him to prevent the admission of such children to the factory or any part of it.

Prohibition of employment of women and children near cotton-openers.

29. No woman or child shall be employed in any part of a factory for pressing cotton in which a cotton-opener is at work:

Provided that, if the feed-end of a cotton-opener is in a room separated from the delivery end by a partition extending to the roof, or to such height as the Inspector may in any particular case specify in writing, women and children may be employed on the side of the partition where the feed-end is situated.

Notice of certain accidents.

30. Where in any factory an accident occurs which causes death, or which causes any bodily injury whereby any person injured is prevented from resuming his work in the factory during the forty-eight hours after the accident occurred, or which is of any nature which may be prescribed in this behalf, the manager of the factory shall send notice thereof to such authorities, and in such form and within such time, as may be prescribed.

---

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

[2] These words were substituted for the words "local Official Gazette", *ibid.*

Koviloor Acadamy

Appeals.

31. (1) The manager of a factory on whom an order in writing by an Inspector has been served under the provisions of this Chapter, or the occupier of the factory, may, within thirty days of the service of the order, appeal against it to the [1][Provincial Government], or to such authority as the [1][Provincial Government] may appoint in this behalf; and the [1][Provincial Government] or appointed authority may, subject to rules made in this behalf by the [1][Provincial Government], confirm, modify or reverse the order.

(2) The appellate authority may, and if so required in the petition or appeal shall, hear the appeal with the aid of assessors, one of whom shall be appointed by the appellate authority and the other by such body representing the industry concerned as the [1][Provincial Government] may prescribe in this behalf:

Provided that if no assessor is appointed by such body, or if the assessor so appointed fails to attend at the time and place fixed for hearing the appeal, the appellate authority may, unless satisfied that the failure to attend is due to sufficient cause, proceed to hear the appeal without the aid of such assessor, or, if it thinks fit, without the aid of any assessor.

(3) In the case of an appeal against an order under section 16 the appellate authority shall, and in any other case except an appeal against an order under sub-section (2) of section 26 or sub-section (2) of section 28 the appellate authority may, suspend the order appealed against pending the decision of the appeal, subject however to such conditions as to partial compliance or the adoption of temporary measures as it may choose to impose in any case.

Power of Provincial Government to make rules to supplement this Chapter.

32. The [1][Provincial Government] may make rules—

(*a*) providing for any matter which, according to any of the provisions of this Chapter, is or may be prescribed;

(*b*) requiring the managers of factories to maintain stores of first-aid appliances and provide for their proper custody;

(*c*) providing against danger arising from the use of mechanical transport in factories, other than railways subject to the Indian Railways Act, 1890; IX of 1890.

(*d*) prescribing the manner of the service of orders under this Chapter on managers of factories;

---

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

Koviloor Acadamy

(*e*) regulating the procedure to be followed in presenting and hearing appeals under section 31, and the appointment and remuneration of assessors ;

(*f*) regulating the exercise by Inspectors of their powers under this Chapter ; and

(*g*) providing for any other matter which may be expedient in order to give effect to the provisions of this Chapter.

Power to make rules relating to shelters for workers during rest, and—

33. (1) The [1][Provincial Government] may make rules requiring that in any specified factory, wherein more than one hundred and fifty workers are ordinarily employed, an adequate shelter shall be provided for the use of workers during periods of rest, and such rules may prescribe the standards of such shelters.

Rooms for children,—

(2) The [1][Provincial Government] may also make rules—

(*a*) requiring that in any specified factory, wherein more than fifty women workers are ordinarily employed, a suitable room shall be reserved for the use of children under the age of six years belonging to such women, and

(*b*) prescribing the standards for such rooms and the nature of the supervision to be exercised over the children therein.

Certificates of stability—

(3) The [1][Provincial Government] may also make rules, for any class of factories and for the whole or any part of the province requiring that work on a manufacturing process carried on with the aid of power shall not be begun in any building or part of a building erected or taken into use as a factory after the commencement of this Act, until a certificate of stability in the prescribed form, signed by a person possessing the prescribed qualifications, has been sent to the Inspector.

Hazardous operations.

(4) Where the [2][Provincial Government] is satisfied that any operation in a factory exposes any persons employed upon it to a serious risk of bodily injury, poisoning or disease, [3][it] may make rules applicable to any factory or class of factories in which the operation is carried on—

(*a*) specifying the operation and declaring it to be hazardous,

---

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

[2] These words were substituted for the words "Governor-General in Council" *ibid.*

[3] This word was substituted for the word "he", *ibid.*

Koviloor Acadamy

(*b*) prohibiting or restricting the employment of women, adolescents or children upon the operation,

(*c*) providing for the medical examination of pesons employed or seeking to be employed upon the operation and prohibiting the employment of persons not certified as fit for such employment, and

(*d*) providing for the protection of all persons employed upon the operation or in the vicinity of the places where it is carried on.

CHAPTER IV.

Restrictions on Working Hours of Adults.

Weekly hours.

34. No adult worker shall be allowed to work in a factory. for more than fifty-four hours in any week, or, where the factory is a seasonal one, for more than sixty hours in any week :

Provided that an adult worker in a non-seasonal factory engaged in work which for technical reasons must be continuous throughout the day may work for fifty-six hours in any week

Weekly holiday.

35. (1) No adult worker shall be allowed to work in a factory on a Sunday unless—

(*a*) he has had or will have a holiday for a whole day on one of the three days immediately before or after that Sunday, and

(*b*) the manager of the factory has, before that Sunday or the substituted day, whichever is earlier,—

(i) delivered a notice to the office of the Inspector of his intention to require the worker to work on the Sunday and of the day which is to be substituted, and

(ii) displayed a notice to that effect in the factory :

Provided that no substitution shall be made which will result in any worker working for more than ten days consecutively without a holiday for a whole day.

(2) Notices given under sub-section (1) may be cancelled by a notice delivered to the office of the Inspector and a notice displayed in the factory not later than the day before the Sunday or the holiday to be cancelled, whichever is earlier.

Koviloor Acadamy

(3) Where, in accordance with the provisions of sub-section (1), any worker works on a Sunday and has had a holiday on one of the three days immediately before it, that Sunday shall, for the purpose of calculating his weekly hours of work, be included in the preceding week.

Daily hours.

36. No adult worker shall be allowed to work in a factory for more than ten hours in any day:

Provided that a male adult worker in a seasonal factory may work for eleven hours in any day.

Intervals for rest.

37. The periods of work of adult workers in a factory during each day shall be fixed either—

(*a*) so that no period shall exceed six hours, and so that no worker shall work for more than six hours before he has had an interval for rest of at least one hour;

(*b*) so that no period shall exceed five hours and so that no worker shall work for more than five hours before he has had an interval for rest of at least half an hour, or for more than eight and a half hours before he has had at least two such intervals.

Spreadover.

38. The periods of work of an adult worker in a factory shall be so arranged that along with his intervals for rest under section 37, they shall not spreadover more than thirteen hours in any day, save with the permission of the [1][Provincial Government] and subject to such conditions as it may impose, either generally or in the case of any particular factory.

Notice of Periods for Work for Adults and preparation thereof.

39. (1) There shall be displayed and correctly maintained in every factory in accordance with the provisions of sub-section (2) of section 76 a Notice of Periods for Work for Adults showing clearly the periods within which adult workers may be required to work.

(2) The periods shown in the Notice required by sub-section (1) shall be fixed beforehand in accordance with the following provisions of this section and shall be such that workers working for those periods would not be working in contravention of any of the provisions of sections 34, 35, 36, 37 and 38.

(3) Where all the adult workers in a factory are required to work within the same periods, the manager of the factory shall fix those periods for such workers generally.

---

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

Koviloor Acadamy

(4) Where all the adult workers in a factory are not required to work within the same periods, the manager of the factory shall classify them into groups according to the nature of their work.

(5) For each group which is not required to work on a system of shifts, the manager of the factory shall fix the periods within which the group may be required to work.

(6) Where any group is required to work on a system of shifts and the relays are not to be subject to predetermined periodical changes of shift, the manager of the factory shall fix the periods within which each relay of the group may be required to work.

(7) Where any group is to work on a system of shifts and the relays are to be subject to predetermined periodical changes of shifts, the manager of the factory shall draw up a scheme of shifts whereunder the periods within which any relay of the group may be required to work and the relay which will be working at any time of the day shall be known for any day.

(8) The [1][Provincial Government] may make rules prescribing forms for the Notice of Periods for Work for Adults and the manner in which it shall be maintained.

Copy of Notice of Periods for Work to be sent to Inspector.

40. (1) A copy of the Notice referred to in sub-section (1) of section 39 shall be sent in duplicate to the Inspector within fourteen days after the commencement of this Act, or, if the factory begins work after the commencement of this Act, before the day on which it begins work.

(2) Any proposed change in the system of work in a factory which will necessitate a change in the Notice shall be notified to the Inspector in duplicate before the change is made, and, except with the previous sanction of the Inspector, no such change shall be made until one week has elapsed since the last change.

Register of Adult Workers.

41. (1) The manager of every factory shall maintain a Register of Adult Workers showing—

(*a*) the name of each adult worker in the factory,

(*b*) the nature of his work,

(*c*) the group, if any, in which he is included,

(*d*) where his group works on shifts, the relay to which he is allotted, and

(*e*) such other particulars as may be prescribed :

---

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

Koviloor Acadamy

Provided that, if the Inspector is of opinion that any muster roll or register maintained as part of the routine of a factory gives in respect of any or all of the workers in the factory the particulars required under this section, he may, by order in writing, direct that such muster roll or register shall to the corresponding extent be maintained in place of and be treated as the Register of Adult Workers in that factory :

Provided further that, where the [1][Provincial Government] is satisfied that the conditions of work in any factory or class of factories are such that there is no appreciable risk of contravention of the provisions of this Chapter in the case of that factory or factories of that class, as the case may be, the [1][Provincial Government] may, by written order, exempt, on such conditions as it may impose, that factory or all factories of that class, as the case may be, from the provisions of this section.

(2) The [1][Provincial Government] may make rules prescribing the form of the Register of Adult Workers, the manner in which it shall be maintained and the period for which it shall be preserved.

Hours of work to correspond with Notice under section 39 and Register under section 41.

42. No adult worker shall be allowed to work otherwise than in accordance with the Notice of Periods for Work for Adults displayed under sub-section (1) of section 39 and the entries made beforehand against his name in the Register of Adult Workers maintained under section 41.

Power to make rules exempting from restrictions.

43. (1) The [1][Provincial Government] may make rules defining the persons who hold positions of supervision or management or are employed in a confidential position in a factory, and the provisions of this Chapter [2][, other than the provisions of clause (*b*) of sub-section (1) of section 45 and of the provisos to that sub-section,] shall not apply to any person so defined.

P. 65.

(2) The [1][Provincial Government] may make rules for adult workers providing for the exemption, to such extent and subject to such conditions as may be prescribed in such rules,—

(*a*) of workers engaged on urgent repairs—from the provisions of sections 34, 35, 36, 37 and 38 ;

(*b*) of workers engaged in work in the nature of preparatory or complementary work which must

---

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

[2] These words were inserted by s. 2 of the Factories (Amendment) Act 1935 (XI of 1935).

Koviloor Acadamy

necessarily be carried on outside the limits laid down for the general working of the factory—from the provisions of sections 34, 36, 37 and 38 ;

(*c*) of workers engaged in work which is necessarily so intermittent that the intervals during which they do not work while on duty ordinarily amount to more than the intervals for rest required under section 37—from the provisions of sections 34, 36, 37 and 38 ;

(*d*) of workers engaged in any work which for technical reasons must be carried on continuously throughout the day—from the provisions of sections 34, 35, 36, 37 and 38 ;

(*e*) of workers engaged in making or supplying articles of prime necessity which must be made or supplied every day—from the provisions of section 35 ;

(*f*) of workers engaged in a manufacturing process which cannot be carried on except during fixed seasons—from the provisions of section 35 ;

(*g*) of workers engaged in a manufacturing process which cannot be carried on except at times dependent on the irregular action of natural forces—from the provisions of section 35 and section 37 ; and

(*h*) of workers engaged in engine-rooms or boiler-houses—from the provisions of section 35.

(3) Rules made under sub-section (2) providing for any exemption may also provide for any consequential exemption from the provisions of sections 39 and 40 which the [1][Provincial Government] may deem to be expedient, subject to such conditions as it may impose.

(4) In making rules under this section the [1][Provincial Government] shall prescribe the maximum limits for the weekly hours of work for all classes of workers, and any exemption given, other than an exemption under clause (*a*) of sub-section (2), shall be subject to such limits.

(5) Rules made under this section shall remain in force for not more than three years.

---

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

Koviloor Acadamy

Power to make orders exempting from restrictions

44. (1) Where the [1][Provincial Government] is satisfied that, owing to the nature of the work carried on or to other circumstances, it is unreasonable to require that the periods of work of any adult workers in any factory or class of factories should be fixed beforehand, it may, by written order, relax or modify the provisions of sections 39 and 40 in respect of such workers to such extent and in such manner as it may think fit, and subject to such conditions as it may deem expedient to ensure control over periods of work.

(2) The [1][Provincial Government], or subject to the control of the [1][Provincial Government] the Chief Inspector, may, by written order, exempt, on such conditions as it or he may deem expedient, any or all of the adult workers in any factory, or group or class of factories, from any or all of the provisions of sections 34, 35, 36, 37, 38, 39 and 40, on the ground that the exemption is required to enable the factory or factories to deal with an exceptional press of work.

(3) Any exemption given under sub-section (2) in respect of weekly hours of work shall be subject to the maximum limits prescribed under sub-section (4) of section 43.

(4) An order under sub-section (2) shall remain in force, for such period as it may specify, but in no case for more than two months from the date on which notice thereof is given to the manager of the factory.

Further restrictions on the employment of women.

45. (1) The provisions of this Chapter shall, in their application to women workers in factories, be supplemented by the following further restrictions, namely :—

(*a*) no exemption from the provisions of section 36 may be granted in respect of any woman ; and

(*b*) no woman shall be allowed to work in a factory except between 6 a.m. and 7 p.m. :

Provided that the [1][Provincial Government] may, by notification in the [2][Official Gazette], in respect of any class or classes of factories and for the whole year or any part of it, vary the limits laid down in clause (*b*) to any span of thirteen hours between 5 a.m. and 7–30 p.m. :

Provided further that, in respect of any seasonal factory or class of seasonal factories in a specified area, the [1][Provincial Government] may make rules imposing a further restriction by

---

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

[2] These words were substituted for the words "local Official Gazette", *ibid.*

Koviloor Acadamy

defining the period or periods of the day within which women may be allowed to work, such that the period or periods so defined shall lie within the span fixed by clause (*b*) or under the above proviso and shall not be less than ten hours in the aggregate.

(2) The [1][Provincial Government] may make rules providing for the exemption from the above restrictions, to such extent and subject to such conditions as it may prescribe, of women working in fish-curing or fish-canning factories where the employment of women beyond the said hours is necessary to prevent damage to or deterioration in any raw material.

(3) Rules made under sub-section (2) shall remain in force for not more than three years.

Special provision for night-shifts.

46. Where a worker works on a shift which extends over midnight, the ensuing day for him shall be deemed to be the period of twenty-four hours beginning when such shift ends, and the hours he has worked after midnight shall be counted towards the previous day :

Provided that the [1][Provincial Government] may, by order in writing, direct that in the case of any specified factory or any specified class of workers therein the ensuing day shall be deemed to be the period of twenty-four hours beginning when such shift begins and that the hours worked before midnight shall be counted towards the ensuing day.

Extra pay for overtime.

47. (1) Where a worker in any factory works for more than sixty hours in any week,

or where a worker in a factory other than a seasonal factory works for more than ten hours in any day,

he shall be entitled in respect of the overtime worked to pay at the rate of one-and-a-half times his ordinary rate of pay.

(2) Where a worker in a factory other than a seasonal factory works for more hours in any week than are permitted under section 34, he shall be entitled, in respect of the overtime worked excluding any overtime in respect of which he is entitled to extra pay under sub-section (1), to pay at the rate of one-and-a-quarter times his ordinary rate of pay.

(3) Where any workers are paid on a piece rate basis, the [1][Provincial Government] in consultation with the industry concerned may for the purposes of this section fix time rates as nearly as possible equivalent to the average rate of earnings

---

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

Koviloor Acadamy

of those workers, and the rates so fixed shall be deemed to be the ordinary rates of pay of those workers for the purposes of this section.

(4) The [1][Provincial Government] may prescribe the registers that shall be maintained in a factory for the purpose of securing compliance with the provisions of this section.

Restriction on double employment.

48. No adult worker shall be allowed to work in any factory on any day on which he has already been working in any other factory, save in such circumstances as may be prescribed.

Control of overlapping shifts.

49. The [Provincial Government] may make rules providing that in any specified class or classes of factories work shall not be carried on by a system of shifts so arranged that more than one relay of workers is engaged in work of the same kind at the same time save with the permission of the [1] [Provincial Government] and subject to such conditions as it may impose, either generally or in the case of any particular factory.

CHAPTER V.

Special Provisions for Adolescents and Children.

Prohibition of employment of young children.

50. No child who has not completed his twelfth year shall be allowed to work in any factory.

Non-adult workers to carry tokens giving reference to certificates of fitness.

51. No child who has completed his twelfth year and no adolescent shall be allowed to work in any factory unless—

(*a*) a certificate of fitness granted to him under section 52 is in the custody of the manager of the factory, and

(*b*) he carries while he is at work a token giving a reference to such certificate.

Certificates of fitness.

52. (1) A certifying surgeon shall, on the application of any young person who wishes to work in a factory, or of the parent or guardian of such person, or of the manager of the factory in which such person wishes to work, examine such person and ascertain his fitness for such work.

(2) The certifying surgeon, after examination, may grant to such person, in the prescribed form,—

(*a*) a certificate of fitness to work in a factory as a child, if he is satisfied that such person has completed his twelfth year, that he has attained the prescribed physical standards (if any), and that he is fit for such work ; or

---

[1] These words were substituted for the words "Local Government" the Government of India (Adaptation of Indian Laws) Order, 1937.

Koviloor Acadamy

(*b*) a certificate of fitness to work in a factory as an adult, if he is satisfied that such person has completed his fifteenth year and is fit for a full day's work in a factory.

(3) A certifying surgeon may revoke any certificate granted under sub-section (2) if, in his opinion, the holder of it is no longer fit to work in the capacity stated therein in a factory.

(4) Where a certifying surgeon or a practitioner authorized under sub-section (2) of section 12 refuses to grant a certificate or a certificate of the kind requested, or revokes a certificate, he shall, if so requested by any person who could have applied for the certificate, state his reasons in writing for so doing.

Effect of certificate granted to adolescent.

53. (1) An adolescent who has been granted a certificate of fitness to work in a factory as an adult, under clause (*b*) of sub-section (2) of section 52, and who, while at work in a factory, carries a token giving reference to the certificate, shall be deemed to be an adult for all the purposes of Chapter IV.

(2) An adolescent who has not been granted a certificate of fitness to work in a factory as an adult under sub-section (2) of section 52, shall, notwithstanding his age, be deemed to be a child for the purposes of this Act.

Restrictions on the working hours of a child.

54. (1) No child shall be allowed to work in a factory for more than five hours in any day.

(2) The hours of work of a child shall be so arranged that they shall not spread over more than seven-and-a-half hours in any day.

(3) No child shall be allowed to work in a factory except between 6 a.m. and 7 p.m. :

Provided that the [1][Provincial Government] may, by notification in the [2][Official Gazette], in respect of any class or classes of factories and for the whole year or any part of it, vary these limits to any span of thirteen hours between 5 a.m. and 7–30 p.m.

(4) The provisions of section 35 shall apply also to child workers, but no exemption from the provisions of that section may be granted in respect of any child.

(5) No child shall be allowed to work in any factory on any day on which he has already been working in another factory.

---

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

[2] These words were substituted for the words "Local Official Gazette", *ibid.*

Koviloor Acadamy

Notice of Periods for Work for Children.

55. (1) There shall be displayed and correctly maintained in every factory, in accordance with the provisions of sub-section (2) of section 76, a Notice of Periods for Work for Children, showing clearly the periods within which children may be required to work.

(2) The periods shown in the Notice required by sub-section (1) shall be fixed beforehand in accordance with the method laid down for adults in section 39 and shall be such that children working for those periods would not be working in contravention of section 54.

(3) The provisions of section 40 shall apply also to the Notice of Periods for Work for Children.

(4) The [1] [Provincial Government] may make rules prescribing forms for the Notice of Periods for Work for Children and the manner in which it shall be maintained.

Register of Child Workers.

56. (1) The manager of every factory in which children are employed shall maintain a Register of Child Workers showing—

(*a*) the name of each child worker in the factory,

(*b*) the nature of his work,

(*c*) the group, if any, in which he is included,

(*d*) where his group works on shifts, the relay to which he is allotted,

(*e*) the number of his certificate of fitness granted under section 52, and

(*f*) such other particulars as may be prescribed.

(2) The [1] [Provincial Government] may make rules prescribing the form of the Register of Child Workers, the manner in which it shall be maintained, and the period for which it shall be preserved.

Hours of work to correspond with Notice and Register.

57. No child shall be allowed to work otherwise than in accordance with the Notice of Periods for Work for Children displayed under sub-section (1) of section 55 and the entries made beforehand against his name in the Register of Child Workers maintained under sub-section (1) of section 56.

Power to require medical examination.

58. Where an Inspector is of opinion—

(*a*) that any person working in a factory without a certificate of fitness is a child or an adolescent, or

---

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

Koviloor Acadamy

(*b*) that a child or adolescent working in a factory with a certificate is no longer fit to work in the capacity stated therein,

he may serve on the manager of the factory a notice requiring that such person, or that such child or adolescent, as the case may be, shall be examined by a certifying surgeon or by a practitioner authorized under sub-section (2) of section 12, and such person, child or adolescent shall not, if the Inspector so directs, be allowed to work in any factory until he has been so examined and has been granted a certificate of fitness or a fresh certificate of fitness, as the case may be.

Power to make rules.

59. The [1] [Provincial Government] may make rules—

(*a*) prescribing the forms of certificates of fitness to be granted under section 52, providing for the grant of duplicates in the event of loss of the original certificates, and fixing the fees which may be charged for such certificates and such duplicates ;

(*b*) prescribing the physical standards to be attained by children and adolescents ;

(*c*) regulating the procedure of certifying surgeons under this Chapter, and specifying other duties which they may be required to perform in connexion with the employment of children and adolescents in factories ; and

(*d*) providing for any other matter which may be expedient in order to give effect to the provisions of this Chapter.

CHAPTER VI.

Penalties and Procedure.

Penalty for contraventions of Act and rules.

60. If in any factory—

(*a*) there is any contravention—

(i) of any of the provisions of sections 13 to 29 inclusive, or

(ii) of any order made under any of the said sections, or

(iii) of any of the said sections read with rules made in pursuance thereof under clause (*a*) of section 32, or

---

1 These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

Koviloor Acadamy

(iv) of any rule made under any of the said sections or under clause (*b*), clause (*c*), or clause (*g*) of section 32 or section 33, or

(v) of any condition imposed under sub-section (3) of section 31, or

(*b*) any person is allowed to work in contravention—

(i) of any of the provisions of sections 34 to 38 inclusive, 42, 45 and 48, or

(ii) of any rule made under any of the said sections, or under section 49, or

(iii) of any condition attached to any exemption granted under section 43 or section 44 or section 45 or to any permission granted under section 38 or section 49, or

(*c*) there is any contravention of any of the provisions of sections 39 to 41 inclusive or of any rule made under section 39, section 41 or section 47, or of any condition attached to any exemption granted under section 41 or to any modification or relaxation made under section 44, or

(*d*) any person is not paid any extra pay to which he is entitled under the provisions of section 47, or

(*e*) any adolescent or child is allowed to work in contravention of any of the provisions of sections 50, 51, 54, 55, 57 and 58, or

(*f*) there is any contravention of section 55 or section 56 or of any rules made under either of these sections, or under clause (*d*) of section 59,

the manager and occupier of the factory shall each be punishable with fine which may extend to five hundred rupees :

Provided that if both the manager and the occupier are convicted, the aggregate of the fines inflicted in respect of the same contravention shall not exceed this amount.

Enhanced penalty in certain cases after previous conviction.

61. If any person who has been convicted of any offence punishable under clauses (*b*) to (*f*) inclusive of section 60 is again guilty of an offence involving a contravention of the same provision, he shall be punishable on the second conviction with fine which may extend to seven hundred and fifty rupees and shall not be less than one hundred rupees, and if he is again so guilty, shall be punishable on the third or any subsequent conviction with fine which may extend to one

Koviloor Acadamy

thousand rupees and shall not be less than two hundred and fifty rupees :

Provided that for the purposes of this section no cognizance shall be taken of any conviction made more than two years before the commission of the offence which is being punished :

Provided further that the Court, if it is satisfied that there are exceptional circumstances warranting such a course, may, after recording its reasons in writing, impose a smaller fine than is required by this section.

Penalty for failure to give notice of commencement of work or of change of manager.

62. An occupier of factory who fails to give any notice required by sub-section (1) or sub-section (2) of section 9 shall be punishable with fine which may extend to five hundred rupees.

Penalty for obstructing Inspector.

63. Whoever wilfully obstructs an Inspector in the exercise of any power under section 11, or fails to produce on demand by an Inspector any registers or other documents in his custody kept in pursuance of this Act or of any of the rules made thereunder, or conceals or prevents any worker in a factory from appearing before or being examined by an Inspector, shall be punishable with fine which may extend to five hundred rupees.

Penalty for failure to give notice of accidents.

64. A manager of a factory who fails to give notice of an accident as required under section 30 shall be punishable with fine which may extend to five hundred rupees.

Penalty for failure to make returns.

65. If in respect of any factory any return is not furnished as required under section 77, the manager and the occupier of the factory shall each be liable to fine which may extend to five hundred rupees :

Provided that if both the manager and the occupier are convicted, the aggregate of the fines inflicted shall not exceed this amount.

Penalty for smoking or using naked light in the vicinity of inflammable material.

66. Whoever smokes, or uses a naked light or causes or permits any such light to be used in the vicinity of any inflammable material in a factory shall be punishable with fine which may extend to five hundred rupees.

Exception.—This provision does not extend to the use, in accordance with such precautions as may be prescribed, of a naked light in the course of a manufacturing process.

Penalty for using false certificate.

67. Whoever knowingly uses or attempts to use, as a certificate granted to himself under section 52, a certificate granted to another person under that section, or who, having procured such a certificate, knowingly allows it to be used, or an attempt to use it to be made, by another person, shall be punishable with fine which may extend to twenty rupees.

Koviloor Acadamy

Penalty on guardian for permitting double employment of a child.

68. If a child works in a factory on any day on which he has already been working in another factory, the parent or guardian of the child or the person having custody of or control over him, or obtaining any direct benefit from his wages, shall be punishable with fine which may extend to twenty rupees, unless it appears to the Court that the child so worked without the consent, connivance or wilful default of such parent, guardian or person.

Penalty for failure to display certain notices.

69. A manager of a factory who fails to display the notice required under sub-section (1) of section 76 or by any rule made under this Act, or to display or maintain any such notice as required by sub-section (2) of that section, shall be punishable with fine which may extend to five hundred rupees.

Determination of "occupier" for purposes of this Chapter.

70. (1) Where the occupier of a factory is a firm or other association of individuals, any one of the individual partners or members thereof may be prosecuted and punished under this Chapter for any offence for which the occupier of the factory is punishable :

Provided that the firm or association may give notice to the Inspector that it has nominated one of its number who is resident in British India to be the occupier of the factory for the purposes of this Chapter, and such individual shall so long as he is so resident be deemed to be the occupier for the purposes of this Chapter until further notice cancelling his nomination is received by the Inspector or until he ceases to be a partner or member of the firm or association.

(2) Where the occupier of a factory is a company, any one of the directors thereof, or, in the case of a private company, any one of the shareholders thereof, may be prosecuted and punished under this Chapter for any offence for which the occupier of the factory is punishable :

Provided that the company may give notice to the Inspector that it has nominated a director, or, in the case of a private company, a shareholder, who is resident in either case in British India, to be the occupier of the factory for the purposes of this Chapter, and such director or shareholder shall so long as he is so resident be deemed to be the occupier of the factory for the purposes of this Chapter until further notice cancelling his nomination is received by the Inspector or until he ceases to be a director or shareholder.

Exemption of occupier or manager from liability in certain cases.

71. (1) Where the occupier or manager of a factory is charged with an offence against this Act, he shall be entitled upon complaint duly made by him to have any other person

Koviloor Acadamy

whom he charges as the actual offender brought before the Court at the time appointed for hearing the charge ; and if, after the commission of the offence has been proved, the occupier or manager of the factory proves to the satisfaction of the Court—

(*a*) that he has used due diligence to enforce the execution of this Act, and

(*b*) that the said other person committed the offence in question without his knowledge, consent or connivance,

that other person shall be convicted of the offence and shall be liable to the like fine as if he were the occupier or manager, and the occupier or manager shall be discharged from any liability under this Act.

(2) When it is made to appear to the satisfaction of the Inspector at any time prior to the institution of the proceedings—

(*a*) that the occupier or manager of the factory has used all due diligence to enforce the execution of this Act, and

(*b*) by what person the offence has been committed, and

(*c*) that it has been committed without the knowledge, consent or connivance of the occupier or manager, and in contravention of his orders,

the Inspector shall proceed against the person whom he believes to be the actual offender without first proceeding against the occupier or manager of the factory, and such person shall be liable to the like fine as if he were the occupier or manager.

Presumption as to employment.

72. If a child over the age of six years is found inside any part of a factory in which children are working, he shall, until the contrary is proved, be deemed to be working in the factory.

Evidence as to age.

73. (1) When an act or omission would, if a person were under or over a certain age, be an offence punishable under this Act, and such person is in the opinion of the Court apparently under or over such age, the burden shall be on the accused to prove that such person is not under or over such age.

(2) A declaration in writing by a certifying surgeon relating to a worker that he has personally examined him and believes him to be under or over the age set forth in such declaration shall, for the purposes of this Act, be admissible as evidence of the age of that worker.

Koviloor Acadamy

Cognizance of offences.

74. (1) No prosecution under this Act, except a prosecution under section 66, shall be instituted except by or with the previous sanction of the Inspector.

(2) No Court inferior to that of a Presidency Magistrate or of a Magistrate of the first class shall try any offence against this Act or any rule or order made thereunder, other than an offence under section 66 or section 67.

Limitation of prosecutions.

75. No Court shall take cognizance of any offence under this Act or any rule or order thereunder, other than an offence under section 62 or section 64, unless complaint thereof is made within six months of the date on which the offence is alleged to have been committed :

Provided that when the offence consists of disobeying a written order made by an Inspector, complaint thereof may be made within twelve months of the date on which the offence is alleged to have been committed.

CHAPTER VII.

SUPPLEMENTAL.

Display of factory notices.

76. (1) In addition to the notices required to be displayed in any factory by this Act or the rules made the reunder, there shall be displayed in every factory a notice containing such abstracts of this Act and of the rules made there under, in English and in the vernacular of the majority of the workers as the [1] [Provincial Government] may prescribe.

(2) All notices required to be displayed in a factory shall be displayed at some conspicuous place at or near the main entrance to the factory, and shall be maintained in a clean and legible condition.

Power of Provincial Governments to make rules.

77. The [2] [Provincial Government] may make rules requiring occupiers or managers of factories to submit such returns, occasional or periodical, as may in [3] [its] opinion be required for the purposes of this Act.

78. [*Control of rules made by Local Governments*] *Omitted by the Government of India* (*Adaptation of Indian Laws*) *Order*, 1937.

---

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

[2] These words were substituted for the words "Governor-General in Council", *ibid.*

[3] This word was substituted for the word "his", *ibid.*

Koviloor Acadamy

Publication of rules

79. (1) All rules made under this Act shall be subject to the condition of previous publication, and the date to be specified under clause (3) of section 23 of the General Clauses Act, 1897, shall not be less than three months from the date on which the draft of the proposed rules was published. X of 1897.

(2) All such rules shall be published in [1] *** the [2] [Official Gazette] [3] *** and shall, unless some later date is appointed, come into force on the date of such publication.

Application to Crown factories.

80. This Act shall apply to factories belonging to the Crown.

Protection to persons acting under this Act.

81. No suit, prosecution or other legal proceeding shall lie against any person for anything which is in good faith done or intended to be done under this Act.

82. [*Repeal and Savings.*] *Repealed by s.* 3 *and Second Schedule of the Repealing and Amending Act,* 1937 (*XX of* 1937).

(THE SCHEDULE.)

(*Enactments Repealed.*) *Repealed by s.* 3 *and Second Schedule of the Repealing and Amending Act,* 1937 (*XX of* 1937).

---

[1] The words "the *Gazette of India* or" were omitted by the Government of India (Adaptation of Indian Laws) Order, 1937.

[2] These words were substituted for the words "local Official Gazette", *ibid.*

[3] The words "as the case may be" were omitted, *ibid.*

Koviloor Acadamy

THE MADRAS FACTORIES RULES, 1936.

In exercise of the powers conferred by sections 11, 13, 14, 15, 17, 19, 20, 22, 24, 25, 28, 30, 32, 33, 39, 41, 43, 45, 47, 48, 55, 56, 59, 66 and 76 of the Factories Act, 1934 (XXV of 1934), and in supersession of Development Department Notification No. 246, dated the 28th August 1923, published at pages 992–1007 of Part I of the *Fort St. George Gazette*, dated the 11th September 1923, as subsequently amended, the Provincial Government are hereby pleased to make the following rules, the same having been previously published as required by sub-section (1) of section 79 of the said Act, namely :—

CHAPTER I.

Preliminary.

1. These rules may be called the Madras Factories Rules, 1936.

2. In these rules unless there is anything repugnant in the subject or context—

(*a*) " the Act " means the Factories Act, 1934 ;

(*b*) " artificial humidification " means the introduction of moisture into a room by any artificial means whatsoever, except (i) the use of gas or oil for lighting purposes and (ii) the unavoidable escape of steam or water vapour into the atmosphere directly due to the treatment of any article or substance by water or steam in the course of any manufacturing process ; provided that the introduction of air from outside through moistened mats or screens placed outside open windows and ventilation openings at times when the temperature of the room is 80 degrees or more shall not be deemed to be artificial humidification ;

(*c*) " belt hanger " means a perch or guard fixed near the side and upper edge of a pulley on which the belt can rest if it runs off, or is removed from, the pulley ;

(*d*) " Chief Inspector " means the person appointed as the Chief Inspector under sub-section (2) of section 10 of the Act ;

(*e*) " cooling power " means the cooling power of the air in millicalories per square centimeter per second as measured by the kata-thermometer ;

(*f*) " degree " of temperature means a degree on the Fahrenheit scale ;

(*g*) " Form " means a form annexed to these rules ;

Koviloor Acadamy

(*h*) "Health Officer" in relation to a factory means—

(i) if the factory is situated in a municipality having a separate Health Officer, the Municipal Health Officer ;

(ii) if the factory is situated in a local fund area, the District Health Officer ;

(iii) if the factory is situated elsewhere, such officer or person as may be appointed by the Provincial Government in that behalf ; and

(iv) if the factory is situated in a municipality having a separate Health Officer or in a local fund area but the Provincial Government consider it convenient and suitable to appoint some other person, such officer or person as may be appointed by the Provincial Government in that behalf ;

(*i*) "hygrometer" means an accurate wet and dry bulb thermometer conforming to the conditions prescribed in rules 39 to 46 ;

(*j*) "Inspector" means the person appointed as Inspector under sub-section (1) of section 10 of the Act :
Provided that—

(1) when in any area the Provincial Government has, by notification in the local Official Gazette under sub-section (6) of section 10 of the Act, declared that the District Magistrate or an additional Inspector shall exercise all the powers of an Inspector under the Act, the word "Inspector" shall be held to include such District Magistrate or Additional Inspector ; and

(2) when in any area the Provincial Government has declared, as aforesaid, that a District Magistrate or Additional Inspector shall exercise certain powers of an Inspector the word "Inspector" shall be held to include such District Magistrate or Additional Inspector, only in respect of such provisions of the Act as are specified in the notifications and of the rules framed thereunder ;

(*k*) "kata-thermometer" means the instrument invented by Professor Leonard Hill, M.B., F.R.S., and manufactured by John Hicks & Co., Hatton Gardens, London, for measuring the cooling powers of the air ;

(*l*) "within reach" means within six feet of any spot on which any person may have to stand, or which any person may have to pass, in the course of his employment ; and

(*m*) words and expressions defined in the Act shall be deemed to have the same meaning as in the Act.

Koviloor Acadamy

CHAPTER II.

RULES FRAMED UNDER CLAUSE (*a*) OF SECTION 32 OF THE ACT.

RULES UNDER SECTION 13 OF THE ACT.

3. (1) In every factory all the inside walls of the rooms and all the ceilings of such rooms (whether such walls or ceilings be plastered or not) and all the passages and stair cases shall be lime-washed or colour-washed at intervals of not more than twelve months dating from the time when they were last lime-washed or colour-washed and shall be maintained in a cleanly state.

(2) All beams, rafters, doors, window-frames and other woodwork with the exception of floors shall be either lime-washed or colour-washed at intervals of not more than twelve months dating from the time when they were last lime-washed or colour-washed or shall be painted or varnished at intervals of not more than seven years dating from the time when they were last painted or varnished and shall be maintained in a clean state.

4. Rule 3 shall not apply to the following :—

(i) rooms used only for the storage of articles ;

(ii) walls or ceilings of rooms which are made of galvanized iron, flat tiles, glazed bricks, glass, slate, bamboo, thatch, cement plaster or polished chunam ;

(iii) rooms in which manufacture is carried on in any gas works, forage presses, chemical works or cement factories ;

(iv) engineering workshops or foundries in which 2,000 cubic feet of air space is provided for each person employed ;

(v) walls in tea factories ;

(vi) walls of oil mills below a height of five feet from the ground ;

(vii) brick and tile works in which glazed bricks or tiles are made ;

(viii) walls of railway running sheds ;

(ix) works in which soap manufacture is carried on ;

(x) rooms in sugar factories in which sugar is stored or is in process of manufacture ;

(xi) rooms in tanneries in which salting, tanning and dressing of hides and skins are carried on ;

(xii) ceilings of rooms in which the lowest part is at least 20 feet from the floor ;

(xiii) ceilings of rooms in which bleaching and dyeing are carried on ; and

(xiv) any other factory or part thereof in which lime-washing, colour-washing, painting or varnishing is, in the opinion of the Commissioner of Labour, unnecessary to satisfy the requirements of section 13 of the Act in regard to cleanliness.

Koviloor Acadamy

5. (*a*) Rubbish, filth or debris shall not be allowed to accumulate or to remain on any part of the premises in a factory for more than 24 hours, and shall be disposed of in a manner approved by the Health Officer. All filth and other decomposing matter shall be kept in covered receptacles.

(*b*) Wastes and effluents resulting from factory or industrial processes and which may be of the nature of injurious or obnoxious substances, shall not be disposed of without being suitably treated to render them unobjectionable, to the satisfaction of the Health Officer and of the Inspector of Factories. If any objection is raised by the occupier or the manager of the factory or if any difference of opinion arises between the Health Officer and the Inspector, with regard to the treatment of wastes and other effluents under this rule, the matter shall be referred to the Commissioner of Labour whose decision thereon shall be final.

6. All drains carrying waste or sullage water or sewage shall be constructed of masonry or other impermeable material and shall be regularly flushed at least twice daily and, where possible, connected with some recognized drainage line.

7. The factory and the compound surrounding it shall be maintained in a strictly sanitary and clean condition. The floors shall be swept or otherwise cleaned at least once daily, and the ceilings shall be dusted at least once a month.

8. The manager of every factory shall enforce the proper use of latrines and urinals and prevent pollution by excreta or urine of the surface of the ground in the vicinity of the latrine or urinal and in the compound of the factory. The manager of every factory shall make suitable arrangements for the regular cleaning and conserving of the latrines and urinals to the satisfaction of the Health Officer.

9. The area around the place where drinking water is distributed to the workers shall be kept clean and properly drained.

RULE UNDER SUB-SECTION (1) OF SECTION 14 OF THE ACT.

10. (1) In every room of a factory ventilating openings shall be provided in the proportion of five square feet for each worker employed in such room, and the openings shall be such as to admit of a continued supply of fresh air :

Provided that, subject to the control of the Chief Inspector the Inspector may, for reasons to be recorded in writing, relax the conditions of this sub-rule where, in his opinion, this may be done with due regard to the health of the workers employed in any room.

(2) In every room in a jute mill where opening of bales, batching, machine hackling, carding, preparing or any other process is carried on in which dust is generated to an extent likely to cause injury to the health of the workers, efficient exhaust and

Koviloor Acadamy

inlet ventilators shall be provided to secure that the dust is drawn away from the workers at, or as near as is reasonably possible to, the point at which it is generated.

(3) In every room in a cotton mill where slasher-sizing is carried on, an efficient arrangement for the removal of the steam given off in the process of drying the yarn shall be fitted. Slasher-sizing shall not be carried on in any room where any other process of manufacture is being performed :

Provided that in any cotton mill in which weaving sheds, sizing and winding departments were operating and a separate room for slasher-sizing had never been provided on or before the 1st January 1935 if a separate room for slasher-sizing cannot be provided without an expense deemed unreasonable in the circumstances, the Chief Inspector may, subject to such conditions as he may consider necessary, permit slasher-sizing to be carried on in a room in which another process of manufacture is being performed.

RULE UNDER SECTION 17 OF THE ACT.

11. In addition to space occupied by machinery, fixtures and materials kept in any room of a factory there shall be provided for each of the workers employed at any one time in the room—

(i) at least 36 square feet of floor space ;

(ii) where mechanical or electrical power is not used, a breathing space of at least 500 cubic feet ; and

(iii) where mechanical or electrical power is used, a breathing space of at least 700 cubic feet :

Provided that, subject to the control of the Chief Inspector, the Inspector may, for reasons to be recorded in writing, relax the provisions of this rule to such extent as he may consider necessary, where, in his opinion, such relaxation can be made having regard to the health of the persons employed in any room.

RULES UNDER SUB-SECTION (2) OF SECTION 19 OF THE ACT.

12. Drinking water shall be supplied to the workers free of cost.

13. (1) Where drinking water is not supplied from taps connected with a public water-supply, it shall be taken from wells, bores or reservoirs so situated and constructed as to prevent pollution or contamination with organic matter or other impurity. If any such source of drinking water-supply is condemned by the Health Officer, the occupier of the factory shall be bound to provide a fresh source of drinking water-supply approved by the Health Officer.

(2) During the prevalence of water-borne epidemics the water-supply shall be chlorinated or otherwise treated to render it free from contamination to the satisfaction of the Health Officer and in the manner approved by him.

Koviloor Acadamy

(3) Where water is stored for the use of the factory workers in pots or other receptacles the occupier of the factory shall be held responsible for seeing that they are kept in a clean state or adequately protected from contamination and that when necessary the water is chlorinated.

(4) Any source of drinking water-supply shall be capable of yielding at least as many gallons a day as there are workers in the factory.

RULE UNDER SUB-SECTION (3) OF SECTION 19 OF THE ACT.

14. In every factory in which any process involving contact by the workers with injurious or obnoxious substances is carried on, water suitable for washing and facilities for its use shall be provided free of cost for such workers according to the following standards :—

(1) Water shall be provided, preferably through taps, from a source approved by the Health Officer, such source shall be capable of yielding a supply at the rate of five gallons a day for each worker, or at such lower rates as may be approved by the Chief Inspector in consideration of the nature of the work.

(2) Suitable washing places with impervious floors and masonry drains shall be provided, and if the workers include women, separate washing places for women shall be provided and arranged so as to ensure their complete privacy. Such places shall be marked in conspicuous letters in the vernacular " For women only " and indicated so pictorially.

(3) Where, in the opinion of the Chief Inspector, the nature of the work requires that cubicles instead of ordinary washing places should be provided, separate cubicles shall be provided for men and for women at the rate of one cubicle for every twelve workers or for such larger number of workers as the Chief Inspector may approve. There shall be provided in each cubicle in addition to water—

(i) (*a*) a sink or a suitable vessel (such as a tumbler or a chembu) for washing ;
(*b*) a nail brush ; and
(*c*) an adequate supply of soap and when alkaline soap is used for removing grease or oil, suitable ointment or oil for anointing the skin ; or

(ii) such of the articles mentioned in clause (i) as the Chief Inspector may specify having regard to the circumstances of each case.

Every worker using such cubicle shall be provided, free of charge, with a suitable towel for use in the cubicle, and the manager shall make suitable provision for the custody and maintenance of the towel in a clean condition.

Koviloor Acadamy

15. The occupier of every factory shall provide latrines within the precincts of the factory in an accessible place detached from the other factory buildings. If women are employed, separate latrines screened from those intended for men and marked in conspicuous letters in the vernacular "For women only" and indicated so pictorially shall be provided. Those for men shall be similarly marked "For men only" and also indicated so pictorially. Accommodation for both men and women shall be on such scale as may be laid down by the municipality concerned, if the factory is situated in a municipal area and, in other areas, by the other public authority concerned, provided that it shall not, in any case, fall short of the following scale :—

I.—Flush-out System of Latrines.

A.—Men.

If separate urinals are provided—

	Seats.
Where the number of male workers does not exceed 100.	One for every 25 or lesser number.
Where the number of male workers exceeds 100.	Four for the first 100 and one for every 40 or lesser number in excess of 100.
If separate urinals are not provided ..	One for every 25 or lesser number.

B.—Women.

	Seats.
Whether separate urinals are provided or not.	One for every 25 or lesser number.

II.—Non-flush-out System of Latrines of the ordinary type.

A.—Men.

Whether separate urinals are provided or not—

	Seats.
Where the number of male workers does not exceed 10.	One.
Where the number of male workers exceeds 10 but does not exceed 25.	Two.
Where the number of male workers exceeds 25, but does not exceed 50.	Three.
Where the number of male workers exceeds 50.	Three for the first 50 and one for every 20 or lesser number in excess of 50.

Koviloor Acadamy

B.—Women.

[Same scale as for men.]

Explanation 1.—"Non-flush-out latrines" include all types of latrines which are not connected with a water borne sewage system.

Explanation 2.—Separate urinals shall not be deemed to have been provided within the meaning of this rule unless—

(i) where the urinal is an open enclosure, a minimum of 20 square feet of floor space is provided for every 100 workers or lesser number, and

(ii) where the urinal is divided into compartments—

(*a*) one urinal is provided for every 50 workers or lesser number, and

(*b*) the urinals are in accordance with the Sanitary Engineer's Type Design San. No. 137/1928, as may, from time to time, be modified by the Sanitary Engineer:

Provided that in any factory in which only partial urinal accommodation has been provided, the Chief Inspector may, for reasons to be recorded in writing, reduce the number of latrine seats required to be provided by this rule.

III.—Non-flush-out System of Latrines of other types.

Such number of seats as may be prescribed by the Health Officer provided that such number shall not be less than the number laid down in Scale I or greater than that laid down in Scale II.

Exception.—This rule shall not apply to any factory which was in existence on the 31st October 1930. The Inspector may however require the occupier of any such factory to provide latrine accommodation on the scale laid down in this rule, if, in his opinion, the accommodation available in the factory is insufficient or if the latrines or the seats therein are out of date or in dilapidated condition, or otherwise unsatisfactory.

16. (1) The latrines shall be of a design approved by the Health Officer.

(2) An appeal from any order passed by the Health Officer regarding the design of latrines shall be preferred within 30 days of the service of the order to the Commissioner of Labour, whose decision shall be final. The Commissioner shall consult the Director of Public Health, before disposing of such appeal.

17. The walls of latrines, unless constructed of polished chunam, polished marble, polished stone, cement plaster, slate, porcelain slabs or glazed tiles, shall be either tarred or otherwise painted

Koviloor Acadamy

completely inside and out, or tarred or otherwise painted up to a height of three feet inside and out, and be lime-washed or colour-washed above that height at intervals of not more than six months dating from the time when they were last tarred or painted, or tarred, painted and lime-washed or colour-washed, as the case may be.

18. All latrines, except water-flushed latrines connected with a water-borne sewage system, septic tank latrines, bore-hole latrines and trench latrines, shall be provided with receptacles on the dry earth system. Where the Health Officer concerned, is satisfied that it is not possible to provide receptacles on the dry earth system, he may permit the use of receptacles on any other system. All latrines shall be cleaned daily and kept in a strictly sanitary condidition. The contents of all receptacles shall be buried in suitable trenches or where possible burnt in proper incinerators or disposed of in such other manner as the Health Officer concerned may require or approve. The receptacles shall be tarred inside and out as often as is necessary and at intervals of not more than three months dating from the time when they were last tarred.

19. If, in the opinion of the Chief Inspector, in the case of a factory situated in a place detached from other buildings and from which access to the open country on at least two sides of it is obtainable, such latrine accommodation is unnecessary to ensure the health of the operatives, he may exempt such factory from the provisions of rules 15 and 18, by an order in writing. But in such cases the occupier shall provide for the workers simple earth trenches which shall be filled in every three days, and fresh ones dug.

Rules under Section 22 of the Act.

20. The manager of every factory shall adopt such precautions against danger by fire to the life of persons employed therein as are considered adequate by the Inspector.

21. No building forming part of a factory in which machinery or power is installed or which is used for storage of inflammable material shall have a roof or wall made of thatch, bamboo or other easily inflammable material:

Provided that the Inspector may exempt from the provisions of this rule any building having a roof or wall made of thatch, bamboo or other easily inflammable material which was in existence before the coming into force of these rules, if such building is detached from the main building and in the opinion of the Inspector is not likely to cause serious danger if it catches fire.

22. The manager of every factory shall cause to be displayed in English and in the principal vernacular of the district, in which the factory is situated, a notice in Form "A" at all places in the

Koviloor Acadamy

vicinity of which there is inflammable material or in such places as the Inspector may direct and shall cause the contents of the notice to be explained to each worker in the vernacular understood by him.

Exception.—This rule shall not apply to places where a naked light may be used in the course of a manufacturing process in accordance with the provisions contained in the exception to section 66 of the Act.

23. In cotton ginning and pressing factories, the engine, coal gas producer and boiler rooms shall be permanently and completely separated from the machinery rooms to prevent the risk of fire.

Exception.—The provisions of this rule shall not apply to any factory in existence on 1st January 1935, if the compliance with the provisions of this rule will either involve an amount of expense or cause inconvenience, deemed unreasonable by the Chief Inspector.

24. In match factories—

(i) the residue of the head composition shall not in any way be mixed with the residue of the friction composition ;

(ii) the rooms comprising the two mixing departments, namely, (*a*) head composition and (*b*) friction composition, shall be entirely separated from each other and the drains from these two departments shall be kept entirely separate ;

(iii) rubbish containing the residues of the head composition and friction composition shall be kept and burnt separately ;

(iv) departments in which completed matches (matches with heads on) are stored shall be separated from all other departments by means of fire-proof walls and doors providing adequate means of escape in case of fire, provided that the Chief Inspector may, subject to such conditions as he may deem necessary, exempt any factory in existence on 1st January 1935 from the provisions of this clause ;

(v) no splints and no materials used for manufacturing matches shall be stored in the buildings used for the purpose of manufacture in excess of the quantity required for the manufacture in two days and no manufactured material shall be stored anywhere in the factory compound for more than five days after the manufacture, except in the storage godowns :

Provided that nothing contained in this clause shall apply to splints and veneers in cases stored in peeling and box-making departments ; and

(vi) store rooms for matches shall be entirely separated by fire-proof walls from the buildings used for manufacture.

Page 46.—In rule 24 *substitute* the following *for* clause (v) :—

(v) Splints, veneers, and other materials required in excess of the quantity required for the day's manufacture shall be kept in separate rooms of the factory where no manufacturing process is carried on. No manufactured material shall be stored anywhere in the factory compound for more than five days after the manufacture except in the storage godowns.

Koviloor Acadamy

25. Notice of accidents—

(i) which cause death, or

(ii) which cause such bodily injury as is likely to prevent the person injured from resuming his work in the factory during the 48 hours after the occurrence of the accident, or

(iii) which are caused by—

(*a*) the bursting of a boiler, revolving vessel, wheel, emery wheel or grindstone moved by mechanical power ;

(*b*) the collapse of any building or part of any building in the factory ;

(*c*) the breaking of a rope, chain or other appliance used in raising or lowering persons or goods with the aid of mechanical power ; or

(*d*) fire affecting any room in which persons are employed which is likely to cause complete suspension of ordinary work therein for not less than 24 hours,

shall be sent within four hours of the occurrence of the accident—

(1) to the Inspector ; and

(2) to the Commissioner of Police if the accident occurred within the City of Madras, and to the District Magistrate concerned if the accident occurred elsewhere or, if the District Magistrate by general order so directs, to the Subdivisional Magistrate concerned.

In the case of an accident which causes death, or which is caused by the bursting of a boiler or collapse of any building or part of a building, such notice shall be sent by telegram, telephone or special messenger.

26. In the case of any accident which causes death, notice shall also be sent within the same time and by similar agency to the officer in charge of the police station for the area in which the factory is situated.

27. If the notice is sent in writing it shall be in Form B, and if it is sent by telegram or telephone, it shall be confirmed by a written report in that Form.

28. Notice of accidents which at first appear to be of a minor character but which actually either prevent the injured person from resuming his work in the factory during the 48 hours after the occurrence of the accident or, in the case of fire, which causes complete suspension of ordinary work in a room for not less than 24 hours after its occurrence shall be given in Form B to the authorities specified in rule 25 within 24 hours after the expiry of—

(i) 48 hours after the occurrence of the accident, or

(ii) 24 hours after the occurrence of the fire.

Koviloor Acadamy

29. Where an accident occurs and the nature of the injury or the result thereof subsequently proves to be different from the description contained in the original notice of the accident in Form B, a supplemental notice making the necessary additions or corrections shall be sent as soon as possible and within three months from the date of the occurrence of the accident to the authorities mentioned in rule 25 and, if the accident causes death, immediately to the authority mentioned in rule 26.

CHAPTER III.

Rules under Sub-section (1) of Section 15 and Clause (*g*) of Section 32 of the Act.

30. Rules 31 to 46 apply to the artificial humidification of cotton mills.

31. The introduction of artificial humidity into any room in a cotton mill shall cease whenever the wet bulb reading of the hygrometer provided in the room is higher than that specified in the Schedule to this Chapter for the wet bulb reading corresponding to the dry bulb reading of the same hygrometer at the same time.

Where the dry bulb reading is intermediate between two consecutive dry bulb readings as indicated in the Schedule, the lower of the two dry bulb readings shall be deemed to be the dry bulb reading of the hygrometer for the purposes of this rule.

Explanation.—Where there is more than one hygrometer in the room, the average readings of all the hygrometers shall be taken for the purposes of this rule.

32. Rule 31 shall not apply when—

(*a*) the difference between the wet bulb reading as indicated by the hygrometer in the room concerned and the wet bulb reading taken with a hygrometer outside in the shade is less than 3·5 degrees ; or

(*b*) the cooling power of the air in the room as measured by the wet reading of a kata-thermometer at a height of 5 feet in all usual working places is greater than 11 millicalories per square centimeter per second.

33. In any room in which steam is used for the purpose of artificial humidification, its introduction shall cease when the dry bulb temperature of the room exceeds 85 degrees.

34. In all rooms in which artificial humidification is used, hygrometers on the scale laid down below shall be provided and maintained :—

(*a*) *Weaving departments.*—Two hygrometers for each room with less than 500 looms, and one additional hygrometer for every 500 or part of 500 looms in excess of 500.

Koviloor Acadamy

(*b*) *Other departments.*—One hygrometer for each room of a capacity of 300,000 cubic feet or less, and one additional hygrometer for each 200,000 cubic feet, or part thereof, in excess of 300,000 cubic feet.

(*c*) One hygrometer shall be provided and maintained for taking shade temperatures. This shall be fixed in a position approved by the Inspector.

35. The pipes used for the introduction of steam into the atmosphere in any department of a cotton mill shall, so far as they are within the department, be as small, both in diameter and length, as is reasonably practicable and shall be covered with non-conducting material to the satisfaction of the Inspector, so as to minimize the amount of heat thrown off by them into the department.

36. If it is proved to the satisfaction of the Chief Inspector that in every room in a department, not being a weaving department of a cotton mill, the limits of humidity allowed in the Schedule to this Chapter are not ordinarily exceeded, the Chief Inspector may, by an order in writing, exempt that department from the provisions of rules 31 and 34. The manager of the factory shall have a copy of such order pasted in the inspection book maintained under rule 108.

37. A copy of the Schedule to this Chapter shall be affixed near each hygrometer and be maintained in a legible state.

38. (1) The correct wet and dry bulb readings shall be recorded at each hygrometer by competent persons appointed by the manager of the factory and approved by the Inspector at the following times on every working day :—

(*a*) Once between 7 a.m. and 9 a.m.

(*b*) Once between 11 a.m. and 2 p.m.

(*c*) Once between 4 p.m. and 5-30 p.m.

(2) These temperatures shall be recorded at the time of reading in a pocket note-book in Form C and entered in a special Humidity Register in Form D. The pocket note-book and the register shall be maintained in a clean and legible state. At the end of each week the person making the readings shall sign the register and certify that the readings are accurate and that each hygrometer has been maintained in accordance with these rules. The register and the pocket note-book shall at all times be available for inspection by the Inspector and copies of the entries made therein shall be sent to him whenever he so requires.

NOTE.—Copies of the forms can be had on payment from the Superintendent, Government Press, Madras.

(3) The entries made in the register shall be considered as *prima facie* evidence of the temperature and humidity of any department but an Inspector may at any time check the correctness of the readings by personal observations.

Koviloor Acadamy

(4) Every hygrometer maintained in each department of a cotton mill under these rules shall be given a serial number in the Humidity Register and such numbers shall be marked on the respective hygrometers and referred to in the pocket note-book.

39. Every hygrometer shall be constructed and maintained in the manner mentioned below :—

(*a*) It shall comprise two mercurial or alcohol thermometers, similar in construction and equal in dimensions, scale, and divisions of scale. Each hygrometer shall be mounted in a wooden or metal frame and have a suitable receptacle containing water.

(*b*) The wet bulb shall be closely covered with a single layer of fine muslin, kept wet by means of a cotton or woollen wick attached to it and dipping into the water of a reservoir. The muslin covering the wet bulb and the wick shall be suitable for the purpose and clean. Previous to use, all size and grease shall be effectively removed by boiling the muslin in water.

(*c*) The length of the wick between the wet bulb and the point where it dips into the water reservoir shall not exceed three inches. The muslin shall be attached to the wet bulb by means of a slip knot on the wick which shall not be so tight as to hinder the free flow from the reservoir.

40. (1) Each thermometer shall have the following characteristics, namely :—

(*a*) the bulb shall be spherical, and of suitable dimensions ;

(*b*) the bore of the stem shall be such that the top of the mercury alcohol column may be clearly defined, and correct readings made at a distance of 2 feet ;

(*c*) shall be graduated so that accurate readings may be made up to 120 degrees ;

(*d*) every degree from 50 degrees up to 120 degrees shall be clearly marked by horizontal lines on the glass stem of the instrument itself, each fifth and tenth degree shall be marked by longer marks than intermediate degrees, and the number marked opposite each tenth degree, i.e., 50, 60, 70, 80, 90, 100, 110 and 120 ;

(*e*) the marking shall be accurate to within ·2 degrees at all readings between 50 and 120 degrees ;

(*f*) the accuracy of each shall be certified by the National Physical Laboratory, London, or the Meteorologist, Madras, and such certificate shall be kept attached to the Humidity Register.

Koviloor Acadamy

(2) If an Inspector gives notice in writing that a thermometer is inaccurate, it shall be replaced by another of certified accuracy within two months :

Provided that if after examination by the certifying authority referred to in sub-rule (1) a fresh certificate of accuracy is obtained within the period of two months, such certificate shall be attached to the Humidity Register and it shall not be necessary to replace the thermometer.

41. Every hygrometer shall be so mounted that—

(*a*) the accuracy of the dry bulb temperature shall not be affected by the proximity of water in the reservoir ; and

(*b*) the bulb of each thermometer shall be freely exposed on all sides to the air of the room.

42. Every hygrometer shall be maintained at all times during the period of employment in efficient working order so as to give accurate readings. For every hygrometer the following conditions shall be observed, namely :—

(*a*) The muslin covering and wick of the wet bulb shall be renewed once a week ;

(*b*) The water in the reservoir shall be renewed as frequently as is necessary to keep the receptacle at least half full of water.

(*c*) The water used shall be distilled, boiled or pure rain water.

43. No readings of the hygrometer shall be taken within fifteen minutes of the renewal of the water in the reservoir.

44. No hygrometer shall be affixed to a wall, pillar or other surface unless suitably protected from it by a non-conducting material.

45. No hygrometer shall be suspended at a height of more than 6 feet from the floor of a room or in the direct draught from a fan, window or ventilating opening.

46. (*a*) The positions of hygrometers shall be such as to give an accurate indication of the temperature of the room in which they are hung. The positions and construction of the hygrometers shall be approved by the Inspector subject to confirmation by the Chief Inspector.

(*b*) The hygrometer provided for taking shade temperatures under clause (*c*) of rule 34 shall be placed in such a position as to be protected at all times from the direct rays of the sun and from rain, and capable at all times of giving true shade temperatures.

Koviloor Acadamy

Schedule.

Schedule for purposes of rules 31, 36 and 37 showing maximum wet bulb readings permitted at different dry bulb readings in cotton mills.

Dry bulb.	Wet bulb.	Dry bulb.	Wet bulb.	Dry bulb.	Wet bulb.
60·0 ..	58·0	80·0 ..	78·0	100·0 ..	89·5
61·0 ..	59·0	81·0 ..	79·0	101·0 ..	90·0
62·0 ..	60·0	82·0 ..	80·0	102·0 ..	90·0
63·0 ..	61·0	83·0 ..	80·5	103·0 ..	90·5
64·0 ..	62·0	84·0 ..	81·0	104·0 ..	90·5
65·0 ..	63·0	85·0 ..	82·0	105·0 ..	91·0
66·0 ..	64·0	86·0 ..	82·5	106·0 ..	91·0
67·0 ..	65·0	87·0 ..	83·0	107·0 ..	91·5
68·0 ..	66·0	88·0 ..	83·5	108·0 ..	91·5
69·0 ..	67·0	89·0 ..	84·0	109·0 ..	92·0
70·0 ..	68·0	90·0 ..	84·5	110·0 ..	92·0
71·0 ..	69·0	91·0 ..	85·0	111·0 ..	92·5
72·0 ..	70·0	92·0 ..	85·5	112·0 ..	92·5
73·0 ..	71·0	93·0 ..	86·0	113·0 ..	93·0
74·0 ..	72·0	94·0 ..	86·5	114·0 ..	93·0
75·0 ..	73·0	95·0 ..	87·0	115·0 ..	93·5
76·0 ..	74·0	96·0 ..	87·5	116·0 ..	93·5
77·0 ..	75·0	97·0 ..	88·0	117·0 ..	94·0
78·0 ..	76·0	98·0 ..	88·5	118·0 ..	94·0
79·0 ..	77·0	99·0 ..	89·0	119·0 ..	94·5
				120·0 ..	95·0

CHAPTER IV.

Rules under Clause (*a*) of Section 32 read with Clause (*c*) of Sub-section (1) and Sub-section (4) of Section 24 of the Act.

General Rules.

47. Any guard specified in the rules in this Chapter for the protection of workers from danger shall be deemed to be fencing, required by section 24 of the Act.

48. The following parts of machinery shall if in motion and within reach be securely fenced or protected :—

All shafts, whether vertical or horizontal, wheels (including balancing and momentum wheels) besides the parts mentioned in clauses (*a*) and (*b*) of sub-section (1) of section 24 of the Act, drums or pulleys (including fast and loose pulleys), couplings, collars, clutches, toothed wheels, straps, whether horizontal, inclined or vertical, bands, belts, chains, ropes and wires, or other devices by which any machine or appliance receives its motion, also all projecting set screws, keys, nuts or bolts on revolving parts of machinery and the underside of all heavy overhead main driving belts or ropes if there is any possibility of any person having to pass under them.

Koviloor Acadamy

Explanation.—The fences and other devices for protection shall be so constructed and designed as to render it impossible for any person to pass between them and a moving part and also in such a manner as to give protection to a person oiling, cleaning or otherwise attending to machinery and to all persons who may be in the neighbourhood of a moving part while it is in motion.

Exception.—Where in any case any of the parts mentioned in this rule are not, in the opinion of the Inspector, a source of danger to any person employed in the factory, he shall at the request of the occupier or manager of the factory give such occupier or manager a certificate in writing clearly specifying the parts which are not a source of danger. This rule shall not apply in respect of any parts specified in such certificate. The Chief Inspector may revise or cancel such certificates.

49. The following parts of machine tools shall be securely fenced :—

The back gears and change wheels of lathes ; the back gears and bevel gearing of drilling machines ; and the gear wheels of planing, shaping, slotting and milling machines which are within reach.

50. In printing works every platen machine shall be fitted with an efficient finger-guard and every guillotine machine, with an efficient knife-guard.

51. All emery wheels shall be provided with strong guards and the tool rests shall be kept close to the wheels. The guard shall be made of wrought iron not less than ¼ inch thick or of steel plate not less than 1/16th inch thick.

52. All hoist gates shall be self-locking and incapable of being opened unless the cage is opposite the floor.

Special Rules for fencing in Textile Factories.

53. In textile factories—

(i) In respect of blowing room mechinery—

(*a*) Beater covers and the door immediately above the dirt grid of every opener, combined opener and scutcher, scutcher lap machine, hard waste breaker and similar machine shall be fitted with an automatic locking arrangement which shall render it impossible to open the cover or the grid doors while the beater is still running, or to restart the machinery until the doors have been closed.

(*b*) The nip between the cage wheels and calender wheels shall be efficiently protected on all machines, preferably by "spectacle" guards, extending round the outer edge of both wheels.

Koviloor Acadamy

(*e*) In the case of scutchers efficient plating shall be provided for the slow motion and fan pulleys and the beater shaft ends shall be suitably encased in metal sleeves.

(*d*) All lap rollers shall be provided with lap protectors.

(*e*) Cotton openers, combined openers and scutchers, scutchers and lap machines, hard waste breakers and similar machines shall be driven from counter-shafts provided with fast and loose pulleys and efficient belt shifters.

(ii) In respect of carding machines—

(*a*) All feed roller wheels, doffer and barrow wheels, side shaft wheels, calender wheels and coiler wheels shall be efficiently fenced.

(*b*) Except in cases where it is unnecessary to open cylinder doors for the purpose of stripping the cylinder, every cylinder door shall be fitted with a safety automatic locking motion to prevent the door from being opened until the cylinder has ceased to revolve and to render it impossible to restart the machine until the door has been closed.

(iii) In respect of drawing frames the roller gearing shall be effectively covered.

(iv) In respect of speed frames—

(*a*) Headstocks shall be fitted with automatic locking arrangements which shall prevent the doors being opened while the machinery is in motion, and shall render it impossible to restart the machine until the doors have been closed.

(*b*) Bobbin skew gear wheels shall be covered over the top and the covers shall be extended both in front and behind, round the edge of the wheels, except in those cases where the spindles are not cleaned whilst the machinery is in motion.

(*c*) Spindle skew gear wheels shall be effectively covered.

(*d*) Lifter rack wheels shall be securely fenced, and the guard shall be such that it will effectively protect the nip both when the rail rises and when it falls.

(v) In respect of self-acting mules—

(*a*) Guards for middle back shaft scrolls shall be fitted with flanges to protect the intake of the bands and the side of the scroll. The guards for the middle draw band carrier pulleys shall be either fixed to the bottom creel board, or be so fastened otherwise that they cannot readily be knocked aside. The side pieces of the guard shall be extended far enough inwards completely to guard the nip between the band and the scroll.

Koviloor Acadamy

(*b*) All headstocks shall be provided with strong sheet-iron guards high enough to cover the rim pulley and so shaped as to prevent any moving portion of the machinery being reached from the back when the guard is in position.

(*c*) The guards for the end draw band pulleys shall extend at least half an inch beyond the end of the pulley.

(*d*) All quadrant pinions shall be securely fenced.

(*e*) No person shall be allowed to be between the fixed and traversing parts unless the mule is stopped on the outward run.

(*f*) All front and back carriage wheels shall be guarded by efficient toe guards.

(*g*) All spinning mules shall be driven from counter-shafts which shall be provided with fast and loose pulleys and efficient belt shifters.

(vi) In respect of ring and throstle and doubling frames—

(*a*) The outer ends of the frames shall be fitted with metal plates.

(*b*) Where both the tin rollers revolve upwards guards made of strong rigid bars placed so that the vertical gap between them is not more than 7 inches shall be permanently and securely fixed along the whole length of each ring frame and such guards shall not be removable without the use of tools.

(vii) In respect of a calendering machine an efficient "nip" guard along the whole length on the intake side of each pair of bowls shall be provided and shall be so fitted and maintained while the machine is in use as to prevent the access of any person's fingers to the point of contact of the rollers or bowls.

Special Rules for Ginning Factories.

54. In ginning factories—

(*a*) The line shaft or second motion shall be completely enclosed by a continuous wall or unclimbable fencing with only so many openings as are necessary for access to the shaft for removing cotton seed, cleaning and oiling; and such openings shall be provided with gates or doors which shall be kept closed and locked.

(*b*) The feed mouth of the opener shall be fitted with a traverser or a grid guard extending 4 feet over the lattice conveyor so as to render it impossible for the operative to be within reach of the beaters when feeding on to the lattice:

Provided that in the case of openers of local manufacture the feed and discharge ends shall be guarded so as to prevent the operatives from inadvertently coming within reach of the beaters.

Koviloor Acadamy

(*c*) The spur gearing at the side of the opener shall be completely covered by a strong metal guard.

(*d*) The crank shaft pulleys and roller pulleys of all gins shall be securely guarded by strong box guards and hinged top covers.

(*e*) The spur wheels, oscillating levers and rollers of gins shall be provided with guards.

(*f*) All ginning machines and openers shall be provided with fast and loose pulleys and efficient belt shifters.

Special Rules for Wood-working Machinery.

55. Every wood-working machine operated by power shall be provided with an efficient stopping and starting appliance, and the control of this appliance shall be in such a position as to be readily and conveniently operated by the person in charge of the machine.

56. A suitable push stick shall be kept available for use at the bench of every wood-working machine such as a circular saw or vertical spindle moulder which is fed by hand to enable the work to be carried on without unnecessary risk.

57. Every fixed circular saw shall be provided with a strong metal guard. Behind and in a direct line with the saw, there shall be a riving knife, which shall have a smooth surface, shall be strong, rigid and easily adjustable and shall also conform to the following conditions, namely :—

(i) The edge of the knife nearer the saw shall form an arc of a circle having a radius not exceeding the radius of the largest saw used on the bench.

(ii) The knife shall be maintained as close as practicable to the saw, having regard to the nature of the work being done at the time, and at the level of the bench table the distance between the front edge of the knife and teeth of the saw shall not exceed half an inch.

(iii) For a saw of a diameter of less than 24 inches, the knife shall extend upwards from the bench table to within one inch of the top of the saw, and for a saw of a diameter of 24 inches or over shall extend upwards from the bench table to a height of at least 9 inches.

(iv) The part of the saw below the bench table shall be protected on that side, from which the saw dust is removed, by a plate of metal or other suitable material which shall extend from the axis of the saw to a distance of not less than 2 inches beyond the teeth of the saw. Metal plate, if not beaded, shall be of a thickness at least 1/10 inch, or if beaded, be of a thickness at least 1/20 inch. If the saw

Koviloor Acadamy

dust has to be removed from a pit of which the bottom is less than 6 feet below the bottom edge of the saw, similar plates shall be fixed on both the sides of the saw unless the saw is entirely separated from the pit by an iron or wooden grid in which the bars are not more than 3 inches apart.

58. Every plain band saw shall be guarded as follows :—

(i) Both sides of the bottom pulley shall be completely encased by sheet metal or other suitable material.

(ii) The front of the top pulley shall be covered with sheet-metal or other suitable material.

(iii) All portions of the blade shall be enclosed or otherwise securely guarded, except the portion of the blade between the bench table and the top guide.

59. (*a*) After the 1st January 1935, no planing machine, which is not mechanically fed, shall be used for overhand planing unless it is fitted with a cylindrical cutter block.

(*b*) Every planing machine used for overhand planing shall be provided with a "bridge" guard capable of covering the full length and breadth of the cutting slot in the bench, and so constructed as to be easily adjusted both in a vertical and horizontal direction.

(*c*) The feed roller of every planing machine used for thicknessing, except the combined machine for overhand planing and thicknessing, shall be provided with an efficient guard.

60. (*a*) The cutter of every vertical spindle moulding machine shall when practicable be provided with the most efficient guard practicable having regard to the nature of the work which is being performed.

(*b*) For such work as cannot be performed with a cutter protected by a guard, the wood being moulded at a vertical spindle moulding machine, shall, if practicable, be held in a jig or holder of such construction as to reduce as far as possible the risk of accident to the worker.

61. The chain of every chain mortising machine shall be provided with a guard which shall enclose the cutters as far as practicable.

62. Rules 57, 58, 59 (*b*) and 59 (*c*) shall not apply to any wood-working machine in respect of which it can be shown that other safeguards are provided and maintained which render the machine as safe as it would be if guarded in the manner prescribed by these rules.

Special Rules for Jute Mills.

63. In Jute mills—

(*a*) the feed table of every softener machine shall, as far as practicable, be not less than 5 feet in length ;

Koviloor Academy

(*b*) the feed table of such softener machine shall be provided with an automatic knocking off device which shall stop the machine in case the worker's hand is drawn in and prevent the hand from reaching the spiked rollers ; and

(*c*) the automatic device mentioned in clause (*b*) shall be maintained in an efficient state and be kept in position whenever the machinery is working.

Special Rule for Tea Factories.

64. In tea factories, the roll table shall be fenced to the satisfaction of the Inspector and brushes shall be provided to the workers for the purpose of sweeping the roll table.

Special Rule for Brick and Tile Works.

65. In brick and tile works, a finger guard shall be fitted at the feed end to the full length of the mould of every revolving press.

Special Rule for Decorticating Factories.

66. In decorticating factories the beater arms and the feed mouth of the decorticator shall, as far as practicable, be guarded as follows :—

A grating of $\frac{3}{4}$ inch diameter wrought iron rods spaced $2\frac{1}{2}$ inches apart and supported by iron stiffeners 2 inches $\times$ $\frac{1}{4}$ inch thick shall be fixed at a height of 6 inches above the tip of the beater arms. A strong wooden plank $1\frac{1}{2}$ inches thick and iron plated on the underside shall be clamped with bolts and nuts over this grating leaving a space 8 inches wide for the feeding of groundnuts. A grating of one inch diameter wrought iron rods spaced $1\frac{1}{2}$ inches apart shall be fixed at a height of 5 inches just above the feed mouth and another wooden plank 9 inches wide shall be fixed over the full length of the decorticator platform.

Special Rule relating to Electrical Fittings.

67. (1) All electrical conductors shall either be covered with adequate insulating material and otherwise effectively protected to prevent danger or be so placed and guarded as effectively to prevent danger.

(2) All electrical apparatus, machines and fittings shall be—

(*a*) so placed or effectively guarded as to prevent danger, and

(*b*) provided with efficient handles or other means of working insulated from the electrical system and so arranged that the worker cannot accidentally touch live metal.

Koviloor Acadamy

(3) The fencing of motors and other electrical apparatus shall, as far as practicable, be so arranged that the switches and other controlling appliances can be operated from outside the fencing.

(4) Only specially trained and experienced persons shall be allowed to operate, adjust or repair any electrical apparatus.

(5) Instructions, both in English and in the vernacular of the district, for the restoration of persons suffering from electric shock shall be affixed in a conspicuous place in every factory using electrical energy for lighting or power purposes.

NOTE.—Copies of these instructions in Tamil, Telugu and Malayalam can be obtained from the Superintendent, Government Press, at eight annas each.

General Rules for the Protection of Workers attending to Machinery.

68. The floor surrounding every machine shall be level and shall be maintained in good repair and free from chips, grease, oil or other material that may make it slippery.

69. As far as practicable all important pulleys shall be provided with belt-hangers. When the main belts of any machinery have to be adjusted the machinery shall be stopped and shall not be set in motion again until such belts have been completely adjusted.

70. Suitable string gear shall be provided and used to move driving straps on all fast and loose pulleys.

71. Lubrication of bearing or gear wheels or replacing or adjusting of belts shall be done only by an experienced and specially trained person.

72. Service platforms or gangways shall be provided for overhead shafting where the shafting is over machinery, or where it is impracticable to fit a ladder with hooks on to the shaft, and if so required by the Inspector, shall be securely fenced with guard rails and toe boards.

73. No machinery in motion shall be cleaned with cotton waste, rags or similar material held in the hand.

74. Every shafting ladder shall be fitted either with hooks or with some effective non-skid device.

75. No person engaged in oiling or adjusting belts or in any work whatsoever within reach of unfenced machinery shall be allowed to wear loosely fitted clothing or a loose head-dress or to have his head uncovered if his hair is long.

76. Safe and convenient access shall be provided to all belts bearings of shafts and other parts of machinery in a factory which may require attention while the machinery is in motion.

Page 59.—*Substitute* the following rule *for* the existing rule 75 :—

75. No person engaged in oiling or adjusting belts or shafting or adjusting any part of a machine while in motion or in any work within reach of unfenced machinery in motion, shall be allowed to wear loosely fitted clothing or a loose head-dress or to have his head uncovered if his hair is long. The occupier shall supply tight head dress and a pair of trousers or tight shorts, free of cost to such persons.

(G.O. No. 2223, Development, dated 8th September 1938.)

[I list, 1-4-39]

Koviloor Acadamy

77. All water gauge glasses of boilers of which the maximum pressure exceeds 100 lb. per square inch shall be securely guarded.

78. No additional weight shall be placed on the safety valve of any boiler except under the written authority of the Boiler Inspector appointed under sub-section (1) of section 5 of the Indian Boilers Act, 1923.

79. All sizing cylinders, kiers, digesters or steam jacketed pans or other vessels worked under pressure shall be fitted with safety valves and pressure gauges ;

Provided that the Inspector, subject to the control of the Chief Inspector, may, for reasons to be recorded in writing, waive the provisions of this rule if he is satisfied that the safety of workers working near such vessels will not be endangered thereby.

80. (*a*) Notices in Form E both in English and in the vernacular of the district for the prevention of accidents in factories shall be displayed at conspicuous places in every room of the factory in which machinery is in use.

(*b*) The manager of every factory shall cause the contents of the notice in Form E to be explained to each worker in the vernacular understood by him on his first engagement and as often as there is a change in the work performed by him.

Miscellaneous.

81. If any question arises as to whether any measure taken or required to be taken in accordance with the rules in this Chapter is efficient, effective or practicable, the question shall be referred to the Chief Inspector whose decision shall be final.

CHAPTER V.

RULE UNDER SUB-SECTION (1) OF SECTION 28 OF THE ACT.

82. No child who cannot be lawfully employed in a factory shall be admitted to any part thereof in which any operation which is declared to be hazardous by rules made under sub-section (4) of section 33 of the Act is carried on.

RULE UNDER CLAUSE (*b*) OF SECTION 32 OF THE ACT.

83. In every factory in which the total number of persons ordinarily employed at any time is 250 or more, in every engineering work in which more than 50 persons are ordinarily employed and in every other factory in which the Inspector considers that the machinery used or the nature of the processes carried on is such as to involve danger to workers, there shall be maintained, in readily accessible positions, first-aid appliances, including an adequate quantity of sterilized dressings and sterilized cotton wool. The

Koviloor Acadamy

Page 60.—*Substitute* the following *for* the existing rule 83 :—

83-A. In every factory, the following requirements shall have effect :—

(1) There shall be provided and maintained so as to be readily accessible—

(i) a first-aid box or cupboard of the standard laid down in rule 83-B, and where more than one hundred and fifty workers are employed, an additional box or cupboard for every additional one hundred and fifty worker ; and

(ii) a stretcher in case the Inspector certifies that one is necessary.

The number of first-aid boxes or cupboards required under this rule shall be calculated on the largest number of workers employed at any one time, and fractions of one hundred and fifty shall be reckoned as one hundred and fifty. Where workers are employed in shifts, the calculation of the number employed shall be according to the largest number at work at any one time.

(2) Nothing except appliances or requisites for first-aid shall be kept in a first-aid box or cupboard.

(3) Each first-aid box or cupboard shall be placed under the charge of a responsible person with some training in first-aid who shall always be readily available during working hours. A notice shall be affixed in every work-room stating the name of the person in charge of the first-aid box or cupboard maintained in respect of that room :

Provided that if a hospital, ambulance room or dispensary is maintained at the factory and such arrangements are made as to ensure the immediate treatment there of all injuries occurring in the factory, the Chief Inspector may by certificate exempt the factory from the requirements of this rule to such extent and subject to such conditions as he may specify in the certificate.

83-B. Each first-aid box or cupboard required under rule 83-A shall contain at least—

(1) For factories employing fifty workers or less—

(i) A copy of the first-aid leaflet in Form V issued by the Factory Inspection Department, Madras.

(ii) A sufficient number (not less than a dozen) of small sterilized dressings for injured fingers.

(iii) A sufficient number (not less than six) of medium sterilized dressings for injured hands or feet.

(iv) A sufficient number (not less than six) of large sterilized dressings for other injured parts.

(v) A sufficient number of sterilized burn dressings (small and large).

Koviloor Acadamy

(vi) A sufficient supply of sterilized cotton wool in ½-oz. packets.

(vii) A 2-per cent alcoholic solution of iodine.

(viii) A bottle of sal volatile, having the dose and mode of administration indicated on the label.

(ix) Eye drops, prepared as described in the first-aid leaflets in Form V.

(2) For factories employing more than fifty workers—

(i) A copy of the first-aid leaflet in Form V issued by the Factory Inspection Department, Madras.

(ii) A sufficient number (not less than two dozen) of small sterilized dressings for injured fingers.

(iii) A sufficient number (not less than one dozen) of medium sterilized dressings for injured hands or feet.

(iv) A sufficient number (not less than one dozen) of large sterilized dressings for other injured parts.

(v) A sufficient number of sterilized burn dressings (small and large).

(vi) A sufficient supply of sterilized cotton wool in ½-oz. packets.

(vii) A 2-per cent alcoholic solution of iodine.

(viii) A bottle of sal volatile, having the dose and mode of administration indicated on the label.

(ix) Eye-drops, prepared as described in the first-aid leaflet in Form V.

(x) A supply of suitable splints and cotton, wool or other material for padding.

(xi) A supply of adhesive plaster.

(xii) A tourniquet.

(xiii) One dozen roller bandages.

(xiv) Half-a-dozen triangular bandages.

(xv) Safety pins :

Provided that items (x) to (xv) need not be included in the standard first-aid box or cupboard where there is a properly equipped hospital, ambulance room or dispensary within a distance of three miles from the factory.

83-C. For factories in which owing to the nature of the manufacturing process additional materials are necessary for the treatment of injuries, such additional materials shall be maintained as the Inspector may by written order require.

83-D. If in the opinion of the Chief Inspector the nature of work carried on in any factory is such that it makes certain types of injury improbable, the Chief Inspector may reduce the scale prescribed in these rules.

(G.O. No. 2471, Development, dated 6th October 1938.)

[I list, 1–4–39]

Koviloor Acadamy

appliances shall be kept in good order and shall be placed in the charge of responsible persons who shall be readily available during working hours.

RULE UNDER CLAUSE (*c*) OF SECTION 32 OF THE ACT.

84. In every factory in which mechanical means of transport (other than Railways subject to the Indian Railways Act, 1890) are used, such means of transport shall be designed, maintained and operated in such a manner as to satisfy the Inspector that the danger arising from their use is minimized.

NOTE.—"Mechanical means of transport" includes electrical means of transport.

RULE UNDER CLAUSE (*d*) OF SECTION 32 OF THE ACT.

85. The despatch by registered post of any notice, order or extract of an Inspector's report, sent under the Act or under these rules, shall be deemed a sufficient service on the occupier or manager of the factory of such notice or order or of any directions contained in such extract.

RULES UNDER CLAUSE (*e*) OF SECTION 32 OF THE ACT.

86. An appeal presented under section 31 of the Act shall be in the form of a memorandum setting forth concisely the grounds of objection to the order appealed against and bearing a Court-fee stamp in accordance with Article 11 of Schedule II to the Court Fees Act, 1870, as amended from time to time, and shall be accompanied by a copy of the order, duly stamped under the same Act.

87. On receipt of the Memorandum of Appeal the appellate authority shall, if it thinks fit, or if the appellant has requested that the appeal be heard with the aid of assessors call upon the body, if any, specified in rule 88 as the body representing the industry concerned, to appoint an assessor within a period of 14 days. If any assessor is appointed by such body, the appellate authority shall appoint a second assessor itself. The appellate authority shall then fix a date for the hearing of the appeal and shall give due notice of such date to the appellant and to the Inspector whose order is appealed against, and shall call upon the two assessors to appear upon such date to assist in the hearing of the appeal.

88. Each of the following bodies shall represent all factory industries for purposes of appointment of assessors in connexion with an appeal preferred under section 31 of the Act by a member of such body :—

(1) The Madras Chamber of Commerce.
(2) The Southern India Chamber of Commerce.
(3) The Cocanada Chamber of Commerce.
(4) The Tuticorin Chamber of Commerce.
(5) The Cochin Chamber of Commerce.

Koviloor Acadamy

(6) The Calicut Chamber of Commerce.
(7) The Coimbatore Chamber of Commerce.
(8) The Andhra Chamber of Commerce.
(9) The United Planters' Association of Southern India.
(10) The Adoni Factory Owners' Association.
(11) The South Indian Textile Association.

If the appellant is not a member of any of the bodies mentioned above, the Southern India Chamber of Commerce in the case of an Indian appellant and the Madras Chamber of Commerce in other cases, shall be the body representing all industries.

89. An assessor appointed in accordance with the provisions of rule 87 shall receive for the hearing of the appeal, a fee to be fixed by the appellate authority subject to a maximum of Rs. 50. The fee shall be paid by Provincial Government, but where assessors have been appointed at the request of the appellant and the appeal has been decided wholly or partly against him, the appellate authority may direct that the fees of the assessors shall be paid in whole or in part by the appellant.

Rules under Section 11 and under Clause (*f*) of Section 32 of the Act.

90. The Inspector shall be primarily responsible for the administration of the Act within the local limits for which he is appointed. He shall inspect every factory other than a seasonal factory within his direct charge once in each half-year, and every seasonal factory at least once during each season of work. He shall also make such further inspections as may appear to him or to the authority to whom he is subordinate, to be necessary for the due observance of the provisions of the Act and of these rules.

91. (*a*) In addition to and without prejudice to any other powers or duties which the Inspector may exercise or perform under the Act or the rules made thereunder, he shall fill up the inspection report in the case of the first inspection of a factory in Form F and in the case of a subsequent inspection of a factory in Form G and in either case satisfy himself—

(1) that the provisions made in the Act and in the rules made thereunder to secure the health and safety of the operatives are observed ;
(2) that the children and adolescents employed in the factory have been duly certified and that none are employed who are obviously unfit ;
(3) that the registers of adult workers and of child workers are correctly maintained in the prescribed forms ;
(4) that the periodical stoppages of work and the holidays provided by the Act and by the rules made thereunder are granted and that the limits of hours of work laid down therein are not exceeded ;

Koviloor Acadamy

(5) that the provisions of section 47 of the Act are duly observed in factories exempted from the provisions of sections 34 and 36 of the Act ; and

(6) that the notices of periods of work required by sub-section (1) of section 39 and sub-section (1) of section 55 of the Act, the electrical shock and danger notice instructions required under rules 67 (5) and 80 and the notice containing the abstracts of the Act and of the rules made thereunder required to be displayed under sub-section (1) of section 76 of the Act are properly maintained and exhibited.

(*b*) (1) He shall further enquire into the causes of all accidents which have occurred since the last inspection.

(2) If the Inspector has reason to believe that a fatal or serious accident has occurred in any factory, whether he has received a notice under section 30 of the Act or not, he shall as soon as possible make an investigation either by himself or in co-operation with any officer deputed by the District Magistrate or by the Police authorities or by both, in order to determine the cause of the accident and the person responsible for such accident. If he finds that death or serious injury has resulted from neglect on the part of the occupier or manager of the factory or other person to observe any provision of the Act or of the rules or orders made thereunder and if he considers that a prosecution should be instituted under the Act, he shall take necessary action in the matter. If the Inspector considers that action should be taken under the Indian Penal Code he shall record his opinion and send it to the Commissioner of Police, Madras, if the factory is situated in the City of Madras, or to the District Magistrate concerned if the factory is situated elsewhere, for such action as the Commissioner of Police or the District Magistrate may consider necessary.

(*c*) Finally, he shall note how far the defects pointed out at the previous inspection have been removed and how far orders previously issued have been complied with. Any defect or illegality which have come to light at the present inspection as well as any orders passed by him under the Act shall then be recorded. An extract from this record containing the orders of the Inspector and such remarks or defects found to exist as he may wish to bring to the manager's notice shall be sent to the manager in Form H, and a copy of the extract in so far as it related to sections 34, 35, 36, 37, 39, 41, 42, 45, 51, 54, 55 and 56 of the Act shall be sent to the Commissioner of Police, Madras, if the factory is situated in the City of Madras, or to the District Magistrate concerned if the factory is situated elsewhere.

92. District Magistrates and the Commissioner of Police, Madras, shall not ordinarily deal with technical matters mentioned in sections 14, 15, 16, 18, 23, 24, 25 and 26 of the Act but may see that the previous orders passed by the Inspector in respect of these matters

Koviloor Acadamy

are duly observed. In other cases they may take such action under the Act as may be found necessary, communicating copies of the correspondence to the Inspector.

93. When in any area an inspection is made by an additional Inspector, he shall follow the procedure laid down in rule 91 in so far as it relates to the sections of the Act mentioned in the notification appointing him as an additional Inspector fill in the report in Form I or Form J as the case may be and shall, within five days of the inspection, send it to the Inspector for action. In no case shall an additional Inspector communicate a copy of his inspection notes to the occupier or manager direct.

94. The Inspector shall keep a file of the records of his inspection and, on the tenth day of each month, shall submit in Form K a diary showing the work done in the preceding month to the authority to whom he is subordinate for the purposes of the Act. A copy of this diary shall be retained by the Inspector.

95. In the case of any factory, if it appears to the Inspector that there has been a disregard of the provisions of any municipal or other local law relating to sanitary arrangements, removal of rubbish, cleaning and fencing of water tanks or like matters, he shall, without prejudice to any action which he is empowered to take under the Act and the rules made thereunder, draw the attention of the administrative head of the municipal or other public authority concerned, to the breach of such provisions.

96. The Inspector shall maintain a register of all factories under his direct charge in Form L. He shall place a factory on such register—

(*a*) on receipt of a notice under sub-section (1) of section 9 of the Act, unless it appears to him that the premises do not constitute a factory within the definition of factory in clause (*j*) of section 2 of the Act, or

(*b*) after satisfying himself on inspection that the premises fall within the definition of factory as aforesaid.

97. When the Inspector considers that any premises situated within the local limits for which he is appointed and not already borne on the register referred to in rule 96 should be declared a factory under sub-section (1) of section 5 of the Act, or that a seasonal factory should be declared not to be a seasonal factory under the proviso to sub-section (1) of section 4 of the Act, he shall send to the occupier of the premises or the seasonal factory as the case may be, a notice intimating his intention to move the local Government to make such a declaration.

98. Any person served with a notice under rule 97 may, within fourteen days of the receipt of such notice, forward to the Inspector a statement setting forth his objections to the proposal to declare the premises to be a factory or, to declare a seasonal factory not to be a seasonal factory, as the case may be. If, after making such enquiry as he may deem necessary, the Inspector considers that the

Koviloor Acadamy

premises should be declared to be a factory or that the seasonal factory should be declared not to be a seasonal factory, he shall report the matter to the Chief Inspector. On the publication of a notification by the Provincial Government under sub-section (1) of section 5 or the proviso to sub-section (1) of section 4 of the Act, as the case may be, he shall make the necessary entries in the register of factories.

99. When any premises cease to be occupied as a factory, the occupier may give notice of such fact to the Inspector who shall, if he is satisfied that the Act is no longer applicable to such premises, remove the same from his register of factories. The Inspector may, at any time, without such notice and of his own motion remove any factory from his register if he is satisfied that it is no longer used as such.

100. A seasonal factory shall not be removed from the register if there is a probability of its starting work again within a reasonable time.

RULE UNDER SECTION 32 (*f*) READ WITH SECTION 25 OF THE ACT.

101. The drawings, specifications, information about the results of the tests of strength or quality of any specified parts, and other particulars which the Inspector may require to be furnished under the powers vested in him by section 25 of the Act, shall be prepared by one of the following categories of persons, namely :—

(i) a recognized professional architect ; or
(ii) a member or Associate Member of the Institute of Civil Engineers ; or
(iii) a member of the Institute of Structural Engineers ; or
(iv) a gazetted officer or a retired gazetted officer of the Public Works Department ; or
(v) a District Board Engineer or a Municipal Engineer whether in service or retired :

Provided that in rural areas where the Inspector is satisfied that the services of a person in any of the categories named above are not readily available and that the drawings, specifications and information required are such as can be furnished by a person with lesser qualifications he may permit them to be prepared by such person.

RULES UNDER CLAUSE (*g*) OF SECTION 32 OF THE ACT.

102. The dates on which lime-washing, colour-washing, tarring, painting or varnishing is carried out in a factory in accordance with the provisions of these rules shall be entered in Form M.

103. Particulars of each room in which workers are employed shall be entered in Form N.

104. (*a*) All doors of exit shall be not less than six feet high and four feet wide ;

Koviloor Acadamy

(*b*) All workrooms in factories in which more than twenty workers are employed shall have, at least, two exits as far apart as possible :

Provided that the Chief Inspector may, in the case of factories in existence on the 1st January 1935, for reasons to be recorded in writing, relax the provisions of this rule.

105. Every building having more than one storey shall be provided with at least two sets of stairs or steps permanently fixed either inside or outside the building so as to afford direct and unimpeded access from every part of the factory to the ground level and such stairs shall be provided with suitable and sufficient handrails. Provided that in the case of an upper storey in which not more than twenty workers are employed it shall be sufficient to provide one set of stairs made of non-combustible material.

106. In every factory more than one storey high all windows and doors giving access to an external staircase shall be so arranged as to open immediately from the inside.

107. Notwithstanding anything contained in rule 105 every cotton ginning or pressing factory shall be provided with at least two flights of stairs made of brickwork or other fire-resisting material.

108. The manager of every factory shall maintain a bound inspection book and shall produce it whenever required by an Inspector, additional Inspector or Certifying Surgeon. In such inspection book shall be pasted—

(i) the exemptions granted to the factory in Form O ;
(ii) the particulars of lime-washing, colour-washing, painting, tarring or varnishing in Form M ;
(iii) the particulars of rooms in the factory in Form N ; and
(iv) the inspection orders served by the Inspector pertaining to the two years immediately preceding in Form H.

109. Whenever there is a change of occupier in a factory, the bound inspection book and the registers kept in pursuance of the Act and the rules made thereunder shall be duly handed over to the new occupier or his manager.

Rules under Sub-sections (1) and (2) of Section 33 of the Act.

110. The occupier of every factory wherein more than 150 workers are ordinarily employed, and which may be specified hereafter by the Provincial Government by a notification in the *Fort St. George Gazette* shall provide free of cost a suitable room or rooms for the use of workers during periods of rest. Such room or rooms shall be adequately lighted and properly ventilated, so as to admit fresh air at all times. Such room or rooms shall not be less than 10 feet high and the floor space in them shall not be less than 6 square feet for every worker to be accommodated. Such room or rooms shall be constructed in accordance with a plan to be approved by the Chief Inspector.

Koviloor Acadamy

Explanation.—The workers who live close to the factory and who go to their homes for meals during the rest periods may be excluded in calculating the number of workers to be accommodated under this rule.

111. (1) The occupier of every factory wherein more than 50 women workers are ordinarily employed, and which may be specified hereafter by the Provincial Government by a notification in the *Fort St. George Gazette* shall provide a suitable room or rooms for the use of children under the age of six years belonging to such women.

(2) Such room or rooms shall be adequately lighted and properly ventilated so as to admit fresh air at all times and shall be provided with sufficient washing and latrine facilities in accordance with a plan to be approved by the Chief Inspector in consultation with the Health Officer concerned. Such room or rooms shall not be less than ten feet high and the floor space shall not be less than 10 square feet for each child. As far as possible such room or rooms shall be away from the work rooms and close to the main entrance to the factory.

(3) For every thirty children to be accommodated in the creche, a properly trained nurse or ayah shall be appointed for the purpose of looking after the children and the occupier shall provide suitable equipment and facilities for the purpose.

RULE UNDER SUB-SECTION (3) OF SECTION 33 OF THE ACT.

112. Work on a manufacturing process carried on with the aid of power shall not be begun in any building or part of any building erected or taken into use as a factory falling under one of the categories mentioned in the Schedule below after these rules come into force in any part of this Province until a certificate of stability in respect of the building in the Form below signed by any of the persons mentioned in rule 101 has been sent by the occupier or manager of the factory to the Inspector :—

SCHEDULE.

Classes of factories.

1 Rice and jute mills.
2 Cotton gins and presses.
3 Decorticating factories.
4 Cotton spinning and weaving mills.
5 Sugar factories.
6 Chemical and manure works.
7 Engineering workshops and foundries.
8 Tea and coffee factories.
9 Cement works.
10 Any class of factory in which machinery or plant is installed on a floor other than the ground floor and not included in the above categories.

Form of the certificate of stability.

1 Village, town or district in which factory is situated.
2 Full postal address of factory.
3 Occupier of the factory.
4 Nature of the manufacturing process to be carried on in the factory.
5 Number of floors on which workers will be employed

Koviloor Acadamy

I hereby certify that I have inspected the building and examined the structural stability of its various parts including the foundations as shown in the completed plans with special reference to the machinery, plant, etc., that have been installed. I am of opinion that the building is structurally sound and that its stability will not be endangered by its use as a factory, for the manufacture of for which the machinery, plant, etc., installed are intended.

Station (Signature)
Date (Designation and qualifications.)

CHAPTER VI.

Rule under Sub-section (1) of Section 43 of the Act.

113. The following persons shall be deemed to hold positions of supervision or management, or to be employed in a confidential position :—

(a) Managers ;
(b) Assistant Managers ;
(c) Department Heads and Assistants ;
(d) Engineers and Certified Assistants ;
(e) Foremen ;
(f) Chargemen or Head Maistris in Engineering Workshops ;
(g) Weaving Masters, Spinning Masters and Head Jobbers in Textile Mills ;
(h) Head Electricians ;
(i) Tea makers and
(j) Superintendents and Instructors in workshops attached to educational institutions such as the Government and aided industrial schools.

Rule under Clause (a) of Sub-section (2) of Section 43 of the Act.

114. (1) Adult workers engaged on urgent repairs in a factory shall be exempt from the provisions of the sections of the Act specified in column (1) of the schedule below subject to the conditions specified in column (2) thereof :—

Schedule.

Provisions of sections of the Act from which exemption is granted.	Conditions.
(1)	(2)
34, 35, 36, 37 and 38	(i) No worker shall be employed on such repairs for more than 18 hours on any one day, 50 hours during any three consecutive days, or 72 hours during each period of seven consecutive days commencing from his first employment on such repairs. (ii) Within 24 hours of the commencement of the work, notice shall be sent to the Inspector describing the nature of the urgent repairs and the period probably required for their completion,

Explanation.—For the purposes of this sub-rule the following shall be considered to be urgent repairs :—

(a) breakdown repairs to motive power, transmission or other essential plant in a factory which have to be carried out in

Koviloor Acadamy

order that the main manufacturing process may be continued without interruption or delay during the ordinary working day ;

(*b*) breakdown repairs to the motive power, transmission or other essential plant of other factories, collieries, railways, dockyards, harbours, tramways, motor transport, gas, electrical generating and transmission, pumping or similar essential or public utility services carried out in general engineering works and foundries and which are necessary to enable such concerns to maintain their main manufacturing processes, production or service during normal working hours ;

(*c*) repairs to deep-sea ships and repairs to commercial air-craft done in a factory which are essential to enable such ships or air-craft to leave port at proper time or continue their normal operations in a sea or air worthy condition, as the case may be.

(2) No change shall be made in the notice of periods for work or adults in respect of such urgent repairs.

RULE UNDER CLAUSE (*b*) OF SUB-SECTION (2) OF SECTION 43 OF THE ACT.

115. Adult workers engaged in work of any kind specified in column (1) of the schedule below shall be exempt from the provisions of the sections of the Act specified in column (2) subject to the conditions specified in column (3) :—

SCHEDULE.

Serial number and kind of work.	Provisions of sections of the Act from which exemption is granted.	Conditions.
(1)	(2)	(3)
(1) Work in the mechanic shop, the smithy or the foundry or in connexion with the mill gearing, the electric driving or lighting apparatus, the mechanical or electrical lifts or the steam or water pipes or pumps of a factory. (2) Work of examining or repairing any machinery or other part of the plant which is necessary for carrying on the work in a factory. *Explanation.*—Periodical cleaning is not included in the terms "examining" or "repairing." (3) Work in boiler houses and engine rooms such as lighting fires, in order to raise steam or generate gas preparatory to the commencement of regular work in the factory.	34, 36 and 38.	(1) The exemption shall be permitted only in respect of a limited number of persons to be fixed by the Commissioner of Labour. The manager or occupier of a factory wishing to avail himself of this exemption shall apply to the Commissioner of Labour through the Inspector. (2) The period of work shall in no case exceed 11 hours in any one day. (3) The period of work along with intervals for rest shall, in no case, spread over more than 15 hours in any one day.

Koviloor Acadamy

Rule under Clause (c) of Sub-section (2) of Section 43 of the Act.

116. (1) Adult workers engaged in work of any kind specified in column (1) of the schedule below shall be exempt from the provisions of the sections of the Act specified in the corresponding entry in column (2) subject to the conditions specified in the corresponding entry in column (3).

(2) In the case of exemption from section 37, the provisions of section 39 will not apply to the extent that rest periods need not be specified in the notice of periods of work.

Schedule.

Serial number and name of work.	Sections of the Act from which exemption is granted.	Conditions of exemption.
(1)	(2)	(3)
1 (*a*) Work of persons of the male sex in connexion with pumping operations at oil installations.	34, 36 and 38.	(1) The period of work shall in no case exceed 11 hours in any one day. (2) The period of work, along with intervals of rest, shall, in no case, spread over more than 15 hours in any one day.
(*b*) Work of persons of the male sex employed in pumping operations at oil installations in connexion with pumping oil out of or into ships' tanks.	37	(1) The exemption shall be permitted only in respect of a limited number of persons to be fixed by the Commissioner of Labour. The manager or occupier of a factory wishing to avail himself of this exemption shall apply to the Commissioner of Labour through the Inspector concerned. (2) Sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed for meals.
2 Work of persons of the male sex engaged in (1) oiling or aiding in the oiling of machinery; and (2) cleaning of walls, ceilings or other portions of factory buildings, tanks, wells, humidifying or ventilating apparatus, tunnels, or of blow room flues or line shafts alleys or galleries in ginning factories.	34, 36 and 38.	(1) The exemption shall be permitted only in respect of a limited number of persons to be fixed by the Commissioner of Labour. The manager or occupier of a factory wishing to avail himself of this exemption shall apply to the Commissioner of Labour through the Inspector concerned. (2) The machinery shall not be allowed to run while the work is carried on. (3) The period of work shall in no case exceed 11 hours in any one day. (4) The period of work along with intervals of rest shall, in no case, spread over more than 15 hours in any one day.

Koviloor Acadamy

Serial number and name of work.	Sections of the Act from which exemption is granted.	Conditions of exemption.
(1)	(2)	(3)
3 (*a*) Work of persons doing running repairs to railway locomotives.	34, 36 and 37.	(1) The exemption shall be permitted only in respect of a limited number of persons to be fixed by the Commissioner of Labour. The manager or occupier of a factory wishing to avail himself of this exemption shall apply to the Commissioner of Labour through the Inspector concerned. (2) Sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed for meals. (3) The period of work shall in no case exceed 11 hours in any one day.
(*b*) Work of drivers, firemen, fitters and erectors in railway workshops when engaged on engine trial on open land.	34 and 36 ..	The period of work shall in no case exceed 11 hours in any one day.
4 Work of persons employed in connexion with the preparation of road-surfacing or road-making material.	34, 36, 37 and 38.	(1) The period of work shall in no case exceed 11 hours in any one day, or, if the factory is a seasonal one, 12 hours in any one day. (2) The period of work along with intervals of rest shall, in no case, spread over more than 15 hours in any one day. (3) Sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed for meals.
5 Work of persons employed in the rotary machine, stereo and binding departments in newspaper presses.	37	Sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed for meals.
6 Work of persons engaged in loading or unloading or transporting raw materials or finished articles in factories where such work is intermittent and mainly outside the factory premises.	34, 36, 37 and 38.	(1) The period of work shall in no case exceed 11 hours in any one day, or if the factory is a seasonal one, 12 hours in any one day. (2) The period of work along with intervals of rest shall, in no case, spread over more than 15 hours in any one day. (3) Sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed for meals.
7 Work of kata coolies in rice mills employed for filling and sewing bags of rice for delivery to customers.	34, 36, 37, 39 and 40.	(1) The period of work shall in no case exceed 11 hours in any one day. (2) Sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed formeals.

Koviloor Acadamy

Rule under Clause (*d*) of Sub-section (2) of Section 43 of the Act.

117. (1) Adult workers in any class of factory specified in column (1) of the schedule below engaged in work of the kind specified in column (2) shall be exempt from the provisions of the Act specified in column (3) subject to the conditions specified in column (4):—

Schedule.

Class of factories.	Kind of work.	Provisions of the Act from which exemption is granted.	Conditions.
(1)	(2)	(3)	(4)
1 Sugar factories ..	Feeding of cane, crushing of cane, boiling of juice, filtration and crystallization.	Sections 35, 37 and 38.	(*a*) In the case of exemption from section 35 no person shall be allowed to work consecutively for more than 13 days without a holiday for a whole day (which shall include a period from midnight to midnight for day shift workers and from midday to midday for night shift workers) or for such period not less than 24 hours, as the Chief Inspector shall consider equivalent to a whole day's rest. (*b*) In the case of exemption from section 37, sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed for meals.
2 Chemical factories including cordite factories.	(i) Acid manufacture, recovery of acetone, production of steam in aid of a chemical process, gas making, manufacture of nitroglycerine, cordite, cartridges, activated charcoal, lime and acetone and gun cotton drying.	Sections 35, 36 and 37.	(*a*) In the case of exemption from section 35 no person shall be allowed to work consecutively for more than 13 days without a holiday for a whole day (which shall include a period from midnight to midnight for day shift workers and from midday to midday for night shift workers) or for such period not less than 24 hours as the Chief Inspector shall consider equivalent to a whole day's rest. (*b*) In the case of exemption from section 36, the total hours of work shall not exceed 11 per day. (*c*) In the case of exemption from section 37, sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed for meals.
	(ii) Work of persons actually engaged in the manufacture of epsom salts and green copperas.	Sections 35 (1) (*b*) and 37.	No conditions in respect of exemption from section 35 (1). In the case of exemption from section 37, sufficient time though not a fixed period (to the satisfaction of the Inspector) shall be allowed for meals.
3 Factories distilling spirits.	Work on continuous processes from preparation of wash up to delivery of spirit to storage vats.	Sections 35 and 37.	(*a*) In the case of exemption from section 35 no person shall be allowed to work consecutively for more than 13 days without a holiday for a whole day (which shall include a period from midnight to midnight for day shift workers and from midday to midday for night shift workers) or for such period not less than 24 hours as the Chief Inspector shall consider equivalent to a whole day's rest. (*b*) In the case of exemption from section 37, sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed for meals.

Koviloor Acadamy

Class of factories.	Kind of work.	Provisions of the Act from which exemption is granted.	Conditions.
(1)	(2)	(3)	(4)
4 Factories distilling sandalwood and other essential oils.	Work in still and condensing rooms.	Sections 35 and 37.	(1) In the case of exemption from section 35, no person shall be allowed to work consecutively for more than 13 days without a holiday for a whole day (which shall include a period from midnight to midnight for day shift workers and from midday to midday for night shift workers) or for such period not less than 24 hours as the Chief Inspector may consider equivalent to a whole day's rest. (2) In the case of exemption from section 37, sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed for meals.
5 Factories manufacturing cement.	All work	Sections 35, 37 and 38.	(*a*) In the case of exemption from section 35 no person shall be allowed to work consecutively for more than 13 days without a holiday for a whole day (which shall include a period from midnight to midnight for day shift workers and from midday to midday for night shift workers) or for such period not less than 24 hours as the Chief Inspector shall consider equivalent to a whole day's rest. (*b*) In the case of exemption from section 37, sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed for meals. (*c*) The exemption from sections 37 and 38 shall apply only to persons on eight-hour shift, the mechanical shops in the factories excluded.
6 Glass factories.	Continuous processes from the mixing of the raw materials to the removal of the manufactured glass from the annealing chambers or ovens.	Sections 35 and 38.	In the case of exemption from section 35 no person shall be allowed to work consecutively for more than 13 days without a holiday for a whole day (which shall include a period from midnight to midnight for day shift workers and from midday to midday for night shift workers) or for such period not less than 24 hours as the Chief Inspector may consider equivalent to a whole day's rest.
7 Municipal and public water pumping stations.	Work of engine drivers, engine cleaners, boiler coolies, operators (fitters) in chlorinating rooms and filter bed coolies.	Sections 35 and 37.	(*a*) In the case of exemption from section 35 no person shall be allowed to work consecutively for more than 13 days without a holiday for a whole day (which shall include a period from midnight to midnight for day shift workers and from midday to midday for night shift workers) or for such period not less than 24 hours as the Chief Inspector shall consider equivalent to a whole day's rest. (*b*) In the case of exemption from section 37, sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed for meals.

Koviloor Acadamy

Class of factories.	Kind of work.	Provisions of the Act from which exemption is granted.	Conditions.
(1)	(2)	(3)	(4)
Electrical generating stations.	Work of stokers, ash coolies, turbine drivers and greasors, switchboard attendants and pumpmen.	Sections 35, 36, 37 and 38.	(*a*) In the case of exemption from section 35 no person shall be allowed to work consecutively for more than 13 days without a holiday for a whole day (which shall include a period from midnight to midnight for day shift workers and from midday to midday for night shift workers or for such period not less than 24 hours as the Chief Inspector shall consider equivalent to a whole day's rest. (*b*) In the case of exemption from section 36, the total hours of work shall not exceed 11 per day. (*c*) In the case of exemption from section 37, sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed for meals.
9 Breweries ..	Work of kiln firing and examining vessels and casks of beer.	Section 35 ..	No person shall be allowed to work consecutively for more than 13 days without a holiday for a whole day (which shall include a period from midnight to midnight for day shift workers and from midday to midday for night shift workers) or for such period not less than 24 hours as the Chief Inspector shall consider equivalent to a whole day's rest.
10 Tanneries ..	Country and chrome-tanning, all processes from the receiving of skins to the completion of the tanning process, finishing processes being excluded.	Sections 34, 35, 36 and 37.	(*a*) In the case of exemption from sections 34 and 36, the total hours of work shall not exceed 60 per week and 11 per day respectively. (*b*) In the case of exemption from section 35, no person shall be allowed to work consecutively for more than 13 days without a holiday for a whole day (which shall include a period from midnight to midnight for day shift workers and from midday to midday for night shift workers) or for such period not less than 24 hours as the Chief Inspector shall consider equivalent to a whole day's rest. (*c*) In the case of exemption from section 37, sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed for meals.
11 Factories engaged in the manufacture of bricks, tiles and pottery.	(*a*) Work in kiln burners. (*b*) Work of firing the producer, loading and unloading of trucks, and driving the engine, propelling the trucks in the continuous kiln sections of potteries only.	Sections 35 and 37.	(*a*) In the case of exemption from section 35, no person shall be allowed to work consecutively for more than 13 days without a holiday for a whole day (which shall include a period from midnight to midnight for day shift workers and from midday to midday for night shift workers) or for such period not less than 24 hours as the Chief Inspector shall consider equivalent to a whole day's rest. (*b*) In the case of exemption from section 37, sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed for meals.

Koviloor Acadamy

Class of factories.	Kind of work.	Provisions of the Act from which exemption is granted.	Conditions.
(1)	(2)	(3)	(4)
12 Coffee curing factories.	Continuous process of drying coffee in a mechanical dryer.	Section 37 ..	(*a*) The exemption shall apply to persons on eight-hour shifts. (*b*) Sufficient time (though not a fixed period) to the satisfaction the Inspector shall be allowed for meals.
13 Electrical battery charging works.	....	Section 37 ..	Sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed for meals.
14 Steel rolling mills.	Operation of the furnaces and rolling mills.	Sections 35, 37 and 38.	(*a*) In the case of exemption from section 35, no person shall be allowed to work consecutively for more than 13 days without a holiday for a whole day (which shall include a period from midnight to midnight for day shift workers and from midday to midday for night shift workers) or for such period not less than 24 hours as the Chief Inspector of Factories may consider equivalent to a whole day's rest. (*b*) In the case of exemption from section 37, sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed for meals.
15 Enamel factories.	All work	Sections 35 and 37.	(*a*) In the case of exemption from section 35, no person shall be allowed to work consecutively for more than 13 days without a holiday for a whole day (which shall include a period from midnight to midnight for day shift workers and from midday to midday for night shift workers) or for such period not less than 24 hours as the Chief Inspector of Factories may consider equivalent to a whole day's rest. (*b*) In the case of exemption from section 37, sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed for meals.

(2) In cases where exemption from section 37 is granted the provisions of section 39 in so far as they relate to the specification of the periods of rest in the notice of periods for work shall not apply.

(3) When any shift worker in the continuous processes mentioned in the Schedule appended to sub-rule (1) has to work in a subsequent or a previous relay as a substitute for any worker who fails to report for duty, exemption shall be deemed to have been granted to such worker from sections 34, 36, 37 and 38 of the Act subject to the following conditions :—

(*a*) In the case of exemptions from sections 36 and 38, the same worker may be employed on two consecutive eight-hour shifts but this shall not occur more than once in any period of fourteen days.

(*b*) In the case of exemption from section 34 the total weekly hours ordinarily provided for such worker in the notice of periods for work shall not be exceeded by more than eight hours due to the employment on the emergency.

Koviloor Acadamy

Rule under clause (*e*) of Sub-section (2) of Section 43 of the Act.

118. Adult workers employed in ice factories and bakeries shall be exempt from the provisions of section 35 of the Act subject to the condition that no person shall be allowed to work consecutively for more than 13 days without a holiday for a whole day.

Rule under Clause (*f*) of Sub-section (2) of Section 43 of the Act.

119. Adult workers engaged in any manufacturing process specified in the Schedule below shall be exempted from the provisions of section 35 of the Act subject to the condition that no person shall be allowed to work consecutively for more than 13 days without a holiday for a whole day :—

Schedule.

1 Preparing cardamom.
2 Do. ginger.
3 Do. pepper.
4 Do. nux vomica.
5 Preparing turmeric.
6 Coffee curing.
7 Fish-curing and fish canning.

Rule under Clause (*g*) of Sub-section (2) of Section 43 of the Act.

120. (1) Adult workers engaged in work of any kind specified in the first column of the Schedule below shall be exempt from the provisions of the sections of the Act specified in the corresponding entry in the second column subject to the conditions specified in the corresponding entry in the third column :—

Schedule.

Kind of work.	Provisions from which exemption is granted.	Conditions of exemption.
(1)	(2)	(3)
1. Work of persons engaged in any manufacturing process in a factory situated in and used solely for the purpose of tea plantation. 2. Work of persons engaged in drying, lifting and storing paddy in rice mills.	Sections 35 and 37.	In the case of exemption from section 35, no person shall be allowed to work consecutively for more than 13 days without a holiday for a whole day (which shall include a period from midnight to midnight for day shift workers and from midday to midday for night shift workers) or for such period not less than 24 hours as the Chief Inspector shall consider equivalent to a whole day's rest. In the case of exemption from section 37, sufficient time (though not a fixed period) to the satisfaction of the Inspector shall be allowed for meals.

Koviloor Acadamy

(2) In the case of workers specified in item I of the Schedule to sub-rule (1), the provisions of sub-section (1) of section 39 and section 40 of the Act shall not apply.

Rule under Clause (*h*) of Sub-section (2) of Section 43 of the Act.

121. Adult workers other than women engaged in engine-rooms or boiler-houses shall be exempt from the provisions of section 35 of the Act subject to the following conditions :—

(1) The exemption shall be permitted only in respect of a limited number of persons to be fixed by the Commsisioner of Labour in each case on application made by the Manager or Occupier of the factory concerned.

(2) The machinery shall not be allowed to run while the work is carried on.

(3) No person shall be allowed to work consecutively for more than 13 days without a holiday for a whole day.

Rules under Sub-sections (2) and (4) of Section 43 of the Act.

122. Except in the case of persons exempted under clause (*a*) of sub-section (2) of section 43 of the Act, no adult worker exempted from the provisions of section 34 of the Act shall work for more than 60 hours in any week.

123. The periods shown in the notice required by sub-section (1) of section 39 of the Act shall not contravene the provisions of sections 34, 35, 36, 37 and 38 of the Act as modified by the rules framed under sub-section (2) of section 43 of the Act.

Rule under Sub-section (2) of Section 45 of the Act.

124. Women working in fish-curing and fish-canning factories shall be exempt from the provisions of sub-section (1) of section 45 of the Act, subject to the following conditions :—

(1) No woman shall be employed before 6 a.m. or after 7 p.m. for more than three days in any one week. The number of days on which a woman may be so employed shall not exceed 50 in a year.

(2) No woman shall be employed after 11 p.m.

(3) A period of uninterrupted rest of at least 9 hours shall intervene between the cessation of a period of work after 7 p.m. on any day and the beginning of a fresh period of work on the following day.

Koviloor Acadamy

RULE UNDER SECTION 48 OF THE ACT.

125. An adult worker may be employed in more than one factory on the same day, subject to the following conditions :—

(1) He shall not be employed for more than 10 hours in all on any one day.

(2) He shall receive a weekly holiday in accordance with the provisions of section 35 of the Act.

CHAPTER VII.

RULES UNDER CLAUSES (*a*), (*c*) AND (*d*) OF SECTION 59 OF THE ACT.

126. (*a*) The duties of a Certifying Surgeon and of a person authorized under sub-section (2) of section 12 of the Act to exercise any of his powers under the Act shall comprise the examination of children or adolescents desirous of being employed and the re-examination of children or adolescents in respect of whom a notice under section 58 of the Act has been served upon the Manager and who desire to be re-employed. Certificates of age and fitness shall be given to such children or adolescents as are found qualified to receive them. No fee shall be levied for such examination or for the grant of a certificate in pursuance thereof from any child or adolescent or from the guardian or employer of any child.

(*b*) The Certifying Surgeon or person authorized as aforesaid shall fix such place and such times, as may be convenient for the attendance of persons wishing to obtain certificates of age and physical fitness. Notice of the place and the times thus fixed shall be given to the Managers of factories within the local limits for which the Certifying Surgeon is appointed.

127. (1) Every Certifying Surgeon shall keep a bound book containing certificates in Form P in foil and counterfoil. The forms shall be numbered consecutively and shall be printed on Lancashire Ledger or Titan Ledger paper.

(2) Every certificate granted under sub-section (2) of section 52 of the Act to a person desirous of being employed in a factory shall be prepared by filling up the foil and counterfoil, on which shall also be impressed the left thumb mark of the person in whose name the certificate is granted.

(3) The Certifying Surgeon shall, if he is satisfied as to the correctness of the entries made therein, sign the foil and initial the counterfoil, and shall deliver the foil to the person in whose name the certificate is granted. The foil so delivered shall be the certificate granted under sub-section (2) of section 52 of the Act.

(4) A Certifying Surgeon revoking a certificate under sub-section (3) of section 52 of the Act shall cause the word "revoked" to be stamped in red ink on the foil and counterfoil.

Koviloor Acadamy

(5) If the Certifying Surgeon refuses to grant to any person a certificate under this rule, no fresh application for a certificate shall be made on behalf of such person until a period of three months has elapsed, unless the Certifying Surgeon when he refuses to grant the certificate gives permission in writing for an application to be made at an earlier date.

128. Every person authorized under sub-section (2) of section 12 of the Act shall grant certificates in the manner provided in rule 127. The word "Provisional" shall be printed or stamped in red ink at the top of each foil and counterfoil.

129. (1) When a person to whom a certificate under sub-section (2) of section 52 of the Act has been granted loses such certificate he may apply to the Certifying Surgeon for a copy of the certificate and the Certifying Surgeon, after making such enquiry from his employer (or if he is unemployed from his last employer) and from such other sources as he deems fit, may grant a duplicate thereof. The word "Duplicate" shall be clearly written in red ink across such certificate and initialled by the Certifying Surgeon. The counterfoil in the bound book of forms shall be similarly marked "Duplicate" and initialled.

(2) For every copy of a certificate granted under sub-rule (1), a fee of 8 annas which shall be credited to Government shall be charged. The Certifying Surgeon shall maintain a register in Form Q of all fees paid for the issue of copies of certificates, and shall initial each entry made therein.

(3) No duplicate of a certificate granted under section 52 of the Act shall be granted to any person otherwise than in accordance with the provisions of this rule.

130. (1) The Certifying Surgeon shall ordinarily visit every factory within the local limits for which he is appointed, in which children or adolescents are known to be employed, at least once in six months and shall give previous notice of his visits. At each of these visits the Manager shall produce before the Certifying Surgeon at such time as he may fix all children or adolescents employed in the factory whether actually at work or not.

(2) The Certifying Surgeon shall personally examine every child or adolescent who is in possession of a "Provisional" certificate granted under sub-section (2) of section 12 of the Act, and shall, if he is satisfied that a certificate should be granted, destroy the provisional certificate and issue his own certificate in place of it.

(3) If, on such examination, the Certifying Surgeon is of opinion that the person in possession of a "Provisional" certificate, granted under sub-section (2) of section 12 of the Act, is under the age of twelve years or is not fit for employment in a factory, he shall impound the certificate and write on it the word "Cancelled" over his signature. He shall then forward the certificate

Koviloor Acadamy

with such remarks as he considers necessary to the Inspector for information, and shall also inform the person who issued it that it has been cancelled.

131. The Certifying Surgeon at his periodical visits shall satisfy himself as to the fitness of the children and adolescents employed in the factory and shall revoke the certificate of any child or adolescent whom he considers unfit.

132. The Certifying Surgeon shall enter in the inspection book a note detailing the results of each visit to the factory and shall forward a copy of this note to the Inspector.

RULE UNDER CLAUSE (*b*) OF SECTION 59 OF THE ACT.

133. No child or adolescent shall be certified as fit to work in a factory unless such child or adolescent—

(i) is free from organic disease,

(ii) has a good physique,

(iii) is capable of enduring work of the kind that has to be performed in the factory,

(iv) is mentally sound, and

(v) is protected against smallpox by vaccination.

RULE UNDER CLAUSE (*d*) OF SECTION 59 OF THE ACT.

134. Where a child or an adolescent at work carries a token giving a reference to the certificate granted to him under section 52 of the Act in accordance with the provisions of section 51 of the Act, the token shall be worn round the neck of the worker and shall be stamped with the number of the worker in the Register of Child Workers or Adult Workers, as the case may be.

CHAPTER VIII.

REGISTERS AND NOTICES.

Rules under Sections 39 (8) *and* 55 (4), 41 (2) *and* 56 (2), *and* 47 (4) *and* 76 (1) *of the Act.*

135. The notice of periods of work for adults required by section 39 of the Act and the notice of periods of work for children required by section 55 of the Act shall be in Form R, and shall be exhibited in English and in the principal vernacular of the district in which the factory is situated.

136. The manager of every factory shall keep a correct and up-to-date register of adult workers and of child workers employed therein, separately for men, women, boys and girls in Parts I to IV respectively of Form S or in such form as may be approved by the Inspector under the proviso to section 41 (1) of the Act. This

Koviloor Acadamy

register shall show the nominal day's work specifying the hours within which each worker is to be employed and shall be written afresh from 1st January in each year. A note shall be made in the remarks column of the Register against the names of all adult workers permitted to work in more than one factory under rule 125. The register shall be readily available for inspection during working hours.

NOTE.—In Form S days of the week may be indicated as follows :—Monday by M, Tuesday by T, Wednesday by W, Thursday by Th., Friday by F, Saturday by S, Sunday by Su. Sunday hours will be shown in all cases of permanent exemption from section 35. Where the hours of work for any worker are the same for every day in the week only one set of columns (8) to (13) in parts I and II and (8) to (11) in parts III and IV will be needed. If, however, the hours are different on different days, of the week further sets of columns should be used. For example, if the hours are the same on all days from Monday to Friday and different on Saturday, columns (8) to (13) of parts I and II and columns (8) to (11) of parts III and IV would be headed M to F and columns (14) to (19) of parts I and II and columns (12) and (13) of parts III and IV would be headed S. If there are only two periods of work, the columns in respect of the third period will be omitted. Where shifts interchange, the group of workers on shift should be entered in the same part of the register and their working hours entered as for those of the shift to which they are originally allotted. For example, if there are three shifts A, B and C, A, B or C as the case may be will be entered in column (7) and in the remarks column will be stated for the whole group in what order shifts A, B and C change over and the day fixed for change over. Where exempted from any of the provisions of the Act regarding hours of work or spread over a note to that effect should be made in the remarks column.

137. The Register prescribed in rule 136 shall be preserved for a period of two years following the year to which the Register relates.

138. In every factory in which all or any class of adult workers are exempted from all or any of the provisions of sections 34 and 36 of the Act, a muster roll shall be maintained for all such workers in Form T. This roll shall show the time of beginning and ending of each period of work during the day or night or both and shall be entered up at the commencement of each period. The number entered in the first column shall be the number given in the Register of Adult Workers :

Provided that where in the opinion of the Inspector a muster roll or register kept in a factory gives the particulars required under this rule, he may, for reasons to be recorded in writing, direct that such muster roll or register be kept in the place of the muster roll prescribed under this rule and such muster roll or register shall thereupon for the purposes of this rule, be deemed to be the muster roll so prescribed.

139. All registers and returns and notices required to be maintained under the Act or the rules framed thereunder shall unless otherwise provided for in the Act or the rules framed thereunder, be maintained in English or in the principal vernacular of the district in which the factory is situated.

140. Every notice displayed in accordance with the provisions of sub-section (1) of section 76 of the Act shall contain the abstracts of the Act and of the rules made thereunder specified in Form U.

Page 81.—*Insert* the following after rule 138 :—

138 A. In factories in which a muster roll or a running record of the hours of each worker is maintained, the days of absence of each worker, not being a casual worker, if due to sickness shall be clearly shown as such in the roll or record. In factories in which no such roll or record is maintained, a separate record showing the days of absence due to sickness of each worker, not being a casual worker, shall be maintained and shall be produced before the Inspector on demand.

(G.O. No. 1987, Development, dated 15th August 1938.)

[I list. 1-4-39]

Koviloor Acadamy

Rule under the exception to Section 66 of the Act.

141. No inflammable material shall be used in the vicinity of places where the use of naked lights is necessary in the course of a manufacturing process.

FORM A.

(*See* Rule 22.)

Notice for the Prevention of Fire.

Do not smoke—Do not use a naked light, here.

Your attention is drawn to section 66 of the Factories Act, 1934, which reads as follows :—

"Whoever smokes or uses a naked light or causes or permit any such light to be used in the vicinity of any inflammable material in a factory shall be punishable with fine which may extend to five hundred rupees."

FORM B.

(*See* Rules 27, 28 and 29.)

Report of Accidents.

Not to be filled up by the management { District—— Date of receipt —— Accident No.—— Classification, i.e., fatal, serious or minor ——

Date of enquiry ——

Result of enquiry ——

1 Name of occupier ——

2 Name of factory and its situation ——

3 Nature of industry ——

4 Branch or department in which accident occurred ——

5 Injured person's name ——

Address ——

Sex —— Age —— Caste ——

6 Usual occupation of injured person ——

7 Date and hour of accident ——

8 Hour at which he started work on the day of accident ——

9 Cause of accident (*a*) ——

(The detailed circumstances under which the accident occurred should be stated.)

If caused by machinery give—

(*b*) Name of machine and part causing accident ——

(*c*) State whether it was moved by mechanical power at the time ——

(*d*) State exactly what the injured person was doing at the time ——

10 Describe fully the nature and extent of injuries sustained, e.g., fatal, loss of finger, etc. ——

——

——

11 If accident not fatal, state whether the injured person was disabled for complete 48 hours immediately after the accident ——

12 Has duplicate copy of this report been kept ——

13 Under whose treatment is the injured person ——

No.

Date ——

Signature of occupier; if the occupier is absent Manager or Agent.

Koviloor Acadamy

FORM C.

[*See* Sub-rules (2) and (3) of Rule 38].

FORM FOR RECORDING DAILY READINGS OF THE HYGROMETER.

Name of factory — Number of operatives employed in it

Name of room — Number of the hygrometer

Year, month and date.	Readings.								
	Between 7 a.m. and 9 a.m.			Between 11 a.m. and 2 p.m.			Between 4 p.m. and 5–30 p.m.		
	Dry bulb.	Wet bulb.	Per cent humidity.	Dry bulb.	Wet bulb.	Per cent humidity.	Dry bulb.	Wet bulb.	Per cent humidity.
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17									
18									
19									
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									

FORM D.

[*See* Sub-rules (2) and (5) of Rule 38.]

HUMIDITY REGISTER.

Name of factory
Place

Name of Manager
For the week ending

Year. Month.	Year. Date.	Time between	Department. Number of persons employed in room. Hygrometer. No. 1. Dry bulb.	Wet bulb.	Per cent humidity.	Hygrometer. No. 2. Dry bulb.	Wet bulb.	Per cent humidity.	Hygrometer. No. 3. Dry bulb.	Wet bulb.	Per cent humidity.	Department. Number of persons employed in room. Hygrometer. No. 1. Dry bulb.	Wet bulb.	Per cent humidity.	Hygrometer. No. 2. Dry bulb.	Wet bulb.	Per cent humidity.	Hygrometer. No. 3. Dry bulb.	Wet bulb.	Per cent humidity.	Department. Number of persons employed in room. Hygrometer. No. 1. Dry bulb.	Wet bulb.	Per cent humidity.	Hygrometer. No. 2. Dry bulb.	Wet bulb.	Per cent humidity.	Hygrometer. No. 3. Dry bulb.	Wet bulb.	Per cent humidity.	Reading of the outside hygrometer to take shade temperature. Dry bulb.	Wet bulb.	Per cent humidity.
		7 a.m. and 9 a.m.																														
		11 a.m. and 2 p.m.																														
		4 p.m. and 5-30 p.m.																														
		Average																														
		7 a.m. and 9 a.m.																														
		11 a.m. and 2 p.m.																														
		4 p.m. and 5-30 p.m.																														
		Average																														

Certificate—

Manager.

Koviloor Academy

Koviloor Acadamy

FORM E.

(*See* Rule 80.)

NOTICE FOR THE PREVENTION OF ACCIDENTS.

1 Keep safety guard in position. They are for your protection.

2 Do not expect your helper to be so good a mechanic as you are.

3 Stop machinery to clean, oil, adjust or repair and do not try to operate a machine you do not understand.

4 Do not use machine with guard removed.

5 Report to your employer unsafe places and machinery.

6 Do not attempt to repair electrical equipment but call an electrician.

7 Remember there is always danger in removing belts while machine is running.

8 Never try to shift a moving belt by hand.

9 Stop the machinery to replace heavy belts.

10 Never wear loose, torn or improperly fitted clothing where machinery is working. Loose sleeves around machinery are invitation for broken arms.

11 Goggles should be worn while working at grinders, shapers, welders, metal pouring and chipping. Always use a screen when chipping.

12 Mushroom heads on tools are dangerous.

13 Never strike tempered steel with a hammer or other metal object.

14 Cultivate a habit of caution : carelessness often leads to loss of life.

15 See that wrenches fit properly.

16 Do not let sharp tools lie around carelessly.

17 Never stand or walk under crane loads.

18 Walk with care on wet floors.

19 Before using ladders see that they are equipped with safety spikes or hooks and that rungs are sound. Never use a weak or defective ladder.

20 Remember all scaffolds and ladders are not safe.

21 Running, horse-play or scuffle in a factory is dangerous.

22 Do not wear rings on your fingers. Machinery may rip them off and the fingers with them.

23 Do not think you cannot have an accident because you never had one.

24 Do not work machinery entrusted to another even in his absence.

25 Do not be talking to your neighbour while at work on machinery. The talk leads to destruction and your hands may get caught in the machinery.

26 Do not go to the hot water tank in the factory for a bath. If you desire a bath go home and have it.

FORM F.

[*See* Rule 91 (*a*).]

FACTORY INSPECTION—FIRST REPORT.

District

Taluk — Date of last inspection

Village — Number and date of previous order

Postal address — Date and time of present inspection

1 Serial number and name of factory.

2 (*a*) Class (seasonal or non-seasonal) and kind of factory.

N.B.—All industries carried on or likely to be carried on should be entered.

(*b*) If seasonal factory declared non-seasonal, give number and date of Government notification.

3 Name of occupier.

4 Name of manager.

5 Factory working—not working.

N.B.—If the factory is working the industry that is being carried on at the time of inspection should be noted.

Koviloor Acadamy

6 Factory notified registered.

Adults.	Adolescent adults.	Adolescent child. ren.	Children.
Men. Women.			Boys. Girls.

7 Number of employees on the day of inspection.

Have more than 9 or 19 persons been employed on any day of the preceding 12 months ? If so, the date or dates should be given.

8 (*a*) Nature and amount of moving power.

(*b*) Details of machinery installed in the factory.

Health and Sanitation.

9 (*a*) Is rubbish, filth or debris allowed to accumulate in the factory ? [Rule 5 (*a*).]

(*b*) Are covered receptacles provided for filth and other decomposing matter ? [Rule 5 (*a*).]

(*c*) Are wastes and effluents being disposed of without being suitably treated to render them unobjectionable ? [Rule 5 (*b*).]

(*d*) Are the drains properly constructed and regularly flushed at least twice daily ? (Rule 6.)

(*e*) Are drains connected with some recognized drainage line ? (Rule 6.)

(*f*) Is the compound surrounding the factory sanitary and clean ? (Rule 7.)

(*g*) Has the limewashing of the factory building walls been done ? (Rule 3.)

(*h*) Is the woodwork in the factory painted, varnished or limewashed ? (Rule 3.)

10 (*a*) Are the latrines and urinal accommodation sufficient and suitable or is the factory exempt ? (Section 20 and rules 15, 16 and 18.)

N.B.—Number and date of exemption order to be given.

(*b*) (i) Are the latrines and urinals properly used by the workpeople ? (Rule 8.)

(ii) Are arrangements made for regular cleansing and conservancy of latrines, etc. ? (Rule 8.)

(*c*) Have the limewashing and tarring of latrine walls been done ? (Rule 17.)

11 (*a*) Is there a sufficient and suitable supply of water fit for drinking ? [Sections 19 (1) and (2) and rule 13.)

(*b*) Is the water supplied free of cost ? (Rule 12.)

(*c*) Is the area around the place where drinking water is distributed properly drained and cleaned ? (Rule 9.)

(*d*) (i) Are processes involving contact by the workers with injurious or obnoxious substances carried on ?

(ii) If so, are suitable washing facilities provided ? (Rule 14.)

12 (*a*) Are the ventilating openings sufficient and properly maintained ? [Rule 10 (1).]

(*b*) Is ventilation sufficient to render gases, vapour, dust, etc., generated in the factory harmless to operatives ? [Section 14 (2).]

Koviloor Acadamy

(c) Is gas or other impurity generated to an injurious extent; if so, is there a mechanical or other device to abate the nuisance ? [Section 14 (3) (Order to specify time).]

(d) Is ventilation in jute mills sufficient ? [Rule 10 (2).]

(e) (i) Are sufficient means provided for the removal of steam in slasher sizing rooms in cotton mills constructed after the 1st January 1935 ? [Rule 10 (3).]

(ii) Is any other process carried on in such slasher sizing rooms ? [Rule 10 (3).]

(Number and date of exemption granted by the Chief Inspector of Factories, if any, to be noted here.)

13 In cotton mills—

(a) Is artificial humidification carried on ? [Section 15 (2).]

(b) Is drinking or purified water used for humidifying ? [Section 15 (3).]

(c) Is the number of hygrometers sufficient ? [Rules 34 (a) to (c)] Or is any department exempt under rule 36 ?

(d) Are the hygrometers installed in the factory maintained accurately and in an efficient state ? (Rules 39 to 46.)

14 Are the cooling properties of air inside the factory sufficient; if not, what measures would you suggest to the Chief Inspector for adoption ? (Section 16.)

15 Are the floor and breathing space sufficient or are the workrooms over-crowded ? (Section 17 and rule 11.)

16 Is the lighting in the factory sufficient ? (Order to specify time.) [Section 18 (2).]

SAFETY OF WORKERS.

Fencing of Machinery.

1. *General.*

17 (a) Are the exposed moving parts of a prime mover and flywheel directly connected to it fenced ? [Section 24 (1) (a).]

(b) Are the hoist, lift or hoist well and every trap door or similar opening near which any person may have to work or pass adequately fenced ? [Section 24 (1) (b).]

(c) Are the hoist gates self-locking and only capable of being opened when the cage is opposite the floor ? (Rule 52.)

18 Are all parts of transmission machinery securely fenced ? (Rule 48.)

19 Are all parts of machine tools securely fenced ? (Rule 49.)

20 Are emery wheels provided with strong guards of wrought-iron of not less than $\frac{1}{4}$ inch thick or of steel plate of not less than 1/16 inch thick and the tool rests properly fixed ? (Rule 51.)

21 Is there any other part of machinery that requires to be fenced ? (Order to specify time.) [Section 24 (2).]

22 Are all fences and guards securely fixed and maintained in an efficient state when machinery is working ? [Section 24 (3).]

2. *Printing Works.*

23 Is every platen machine fitted with an efficient finger guard and every guillotine machine with an efficient knife guard ? (Rule 50.)

3. *Textile Factories.*

24 Are fencing and guarding efficient ? (Rule 53.)

In (1) blowing room machinery
(*a*)
(*b*)
(*c*)
(*d*)
(*e*)

(2) Carding machine
(*a*)
(*b*)

(3) Drawing frames

(4) Speed frames
(*a*)
(*b*)
(*c*)
(*d*)

(5) Self-acting mules
(*a*)
(*b*)
(*c*)
(*d*)
(*e*)
(*f*)
(*g*)

(6) Ring and throstle and doubling frames
(*a*)
(*b*)

(7) Calendering machines ?

4. *Ginning Factories.*

25 (*a*) Is the lineshaft to second motion completely enclosed ? [Rule 54 (*a*).]

(*b*) Is the feed mouth of the opener fitted with a traverser or a grid guard extending 4 feet over the lattice conveyor or the beaters of openers covered efficiently ? [Rule 54 (*b*).]

(*c*) Is the spur gearing at the side of opener completely guarded? [Rule 54 (*c*).]

(*d*) Are the crankshaft pulleys and roller pulleys of all gins securely guarded ? [Rule 54 (*d*).]

(*e*) Are the spur wheels, oscillating levers and rollers of gins provided with guards ? [Rule 54 (*e*).]

(*f*) Are fast and loose pulleys and efficient belt shifters provided to all gins and openers ? [Rule 54 (*f*).]

5. *Woodworking Factories.*

26 (*a*) Is an efficient stopping and starting appliance provided for each machine ? (Rule 55.)

(*b*) Is suitable push stick kept available for use at the bench of every machine which is fed by hand ? (Rule 56.)

(*c*) Is every circular saw provided with a strong metal-guard and a riving knife ? (Rule 57.)

(*d*) Is the plain band-saw guarded ? (Rule 58.)

(*e*) (i) Is a cylindrical cutter block provided for every overhand planing machine and a bridge-guard to cover the slot in the bench ? [Rule 59 (*a*) and (*b*).]

(ii) Is an efficient guard provided to feed roller of every planing machine used for thicknessing ? [Rule 59 (*c*).]

Koviloor Acadamy

(*f*) Is a suitable guard provided for the cutter of every vertical spindle moulding machine or is a jig or holder provided ? (Rule 60.)

(*g*) Is a suitable guard provided for every chain mortizing machine ? (Rule 61.)

6. *Jute Mills.*

27 (*a*) Is the feed table of a softener machine not less than 5 feet in length ? [Rule 63 (*a*).]

(*b*) Is an efficient automatic knocking off device provided at the feed table and efficiently maintained ? [Rule 63 (*b*) and (*c*).]

7. *Tea Factories.*

28 (*a*) Is the roll table suitably fenced ? (Rule 64.)

(*b*) Is the leaf removed only with the aid of a brush ? (Rule 64.)

8. *Brick and Tile Works.*

29 Is an efficient finger guard provided at the feed end of the revolving press ? (Rule 65.)

9. *Decorticating Factories.*

30 (*a*) Are the beater arms and the feed mouth of the decorticators securely guarded as required by rule 66 ?

(*b*) Is the guard maintained properly ? (Rule 66.)

10. *Safety of Buildings and Machinery.*

31 Is there any building or part of the building, ways, machinery or plant in a factory in such a condition that it may be dangerous to human life or safety ? [Section 26 (1). Order to specify time.]

32 Is there any building or part of a building, ways, machinery or plant the use of which, involves imminent danger to human life or safety ? [Section 26 (2). Order to specify time.]

33 (*a*) When were the buildings completed ?

(*b*) When was the machinery started for the first time ?

(*c*) When was the certificate of stability sent to the Inspector ? [Section 33 (3) and Rule 112.]

(*d*) Are any rectifications of defective parts or tests of stability now required ? State action proposed. (Section 25 and rule 112.)

PROTECTION OF PERSONS ATTENDING TO MACHINERY.

1. *General.*

34 Is the floor surrounding every machine level, non-slippery and maintained in good repair ? (Rule 68.)

35 Are important pulleys provided with belt hangers ? (Rule 69.)

36 Are suitable string gears provided and used to move driving shafts on all fast and loose pulleys ? (Rule 70.)

37 Are only experienced and specifically trained men allowed to lubricate bearing or gear wheels or to replace or adjust belts ? (Rule 71.)

38 Are service platforms and gangways provided for overhead shafting and securely fenced where required ? (Rule 72.)

39 Is machinery in motion cleaned by cotton waste, rags or similar materials held in hand ? (Rule 73.)

40 Are shafting ladders provided with hooks or with a non-skid device ? (Rule 74.)

41 Is tight clothing worn by oilers, machinemen and persons replacing belts ? (Rule 75.)

Koviloor Acadamy

42 Is safe and convenient access provided to all belts, bearings and other parts of machinery to be attended to whilst in motion ? (Rule 76.)

43 Are water gauge glasses on boilers of over 100 lb. pressure guarded ? (Rule 77.)

44 Are additional weights placed on the safety valve of the boiler otherwise than under the written authority of the Boiler Inspector ? (Rule 78.)

45 Are safety valve and pressure gauge fitted to all sizing cylinders, kiers, digesters or steam jacketted pans or other vessels worked under pressure ? (Rule 79.)

46 Are the electrical and mechanical means of transport designed, maintained and operated so as to be safe for operation ? (Rule 84.)

2. Electrical Fittings.

47 (*a*) Are all electrical conductors protected ? [Rule 67 (1).]

(*b*) Are all electrical apparatus, machines and fittings guarded and provided with efficient handles ? [Rule 67 (2).]

(*c*) Are the switches and other controlling appliances operated from outside the fence ? [Rule 67 (3).]

(*d*) Are only specially trained and experienced men allowed to operate electrical apparatus ? [Rule 67 (4).]

3. Danger Notices.

48 (*a*) (i) Are notices in Form E both in English and vernacular displayed in all the rooms where machinery is in use ? [Rule 80 (*a*).]

(ii) Have the contents of Form E been explained to each employee in the vernacular understood by him ? [Rule 80 (*b*).]

(*b*) Are instructions regarding restoration of persons suffering from electric shock affixed both in English and in the vernacular ? [Rule 67 (5).]

(*c*) (i) Is the notice required by rule 22 exhibited in English and in vernacular ?

(ii) Has this notice been explained to each workman in his vernacular ?

4. Special provisions for Women and Children.

49 (*a*) Are women and children prevented from cleaning or oiling machinery whilst in motion under power and from working between the fixed and moving parts of machinery ? [Section 27 (1).]

(*b*) In a cotton pressing factory, are women and children prevented from working in a room in which the feed-end of a cotton opener is situated ? (Section 29.)

50 Are children who cannot be lawfully employed in the factory admitted to any part of it where any hazardous operation is carried on ? [Section 33 (4) and rule 82.]

51 Is the presence of children who cannot be lawfully employed in the factory in any part of it dangerous to them or injurious to their health ? [Section 28 (2).]

5. Precautions against Fire.

52 Are the doors of rooms in which more than 20 persons are employed made to slide or to open outwards or in the direction of the nearest exit where the door is between two rooms ? (Section 21.)

53 Has any part of the factory building a thatched roof or walls made of easily inflammable material ? (Rule 21.)

54 Are adequate precautions taken against danger by fire ? (Rule 20.)

Koviloor Acadamy

55 (*a*) Are the provisions relating to smoking and the use of naked lights in the vicinity of any inflammable material observed ? (Section 66.)

(*b*) (i) Is the notice required by rule 22 exhibited in English and in the vernacular ?

(ii) Has this notice been explained to each workman in his vernacular ?

56 Where the use of naked lights is necessary in the course of the manufacturing process, are inflammable materials stored in the vicinity of such places ? (Rule 141.)

57 In the cotton ginning factories—

(*a*) Are the engine coal gas producer and boiler rooms permanently and completely separated from the machine rooms ? (Rule 23.)

(*b*) If factory constructed before 1st January 1935, has this rule been relaxed by the Chief Inspector ?

58 *In Match Factories,* are the special rules 24 (i) to (vi) duly observed ?

59 (*a*) Are the means of escape in case of fire sufficient ? (Section 23. Order to specify time.)

(*b*) Are fire escapes locked or obstructed during working hours ? (Sections 21 and 23.)

60 Are doors of exit not less than 6 feet high and 4 feet wide ? [Rule 104 (*a*).]

61 (*a*) Are two exits provided in each room where more than 20 people are employed ? [Rule 104 (*b*).]

(*b*) In case factory was built before 1st January 1935, has any relaxation been allowed by the Chief Inspector ?

62 Is every building more than one storey high provided with two sets of stairs or steps permanently fixed ? (Rule 105.)

63 Do the windows and doors of stair cases open outward ? (Rule 106.)

64 In ginning or pressing factories, are two flights of non-inflammable stairs provided ? (Rule 107.)

Hours of Employment, Holidays, etc.

1. *Restrictions on Working Hours of Adults.*

65 (*a*) Is any adult worker employed for more than 54 hours in any week or for more than 60 hours in a seasonal factory ? (Section 34.)

(*b*) If exemptions have been granted, is extra pay for overtime paid ? (Section 47.)

66 (*a*) If any person was employed on a Sunday, was a substituted holiday given ? [Section 35 (1) (*a*).]

(*b*) Was a notice of Sunday work delivered to the office of the Inspector in time ? [Section 35 (1) (*b*) (i).]

(*c*) Was the required notice displayed in the factory ? [Section 35 (i) (*b*) (ii).]

67 (*a*) Is any male adult worker allowed to work for more than 10 hours in a day or in a seasonal factory for more than 11 hours in any day ? (Section 36.)

(*b*) Does any woman work between 7 p.m. and 6 a.m. ? [Section 45 (1) (*b*).]

68 Is any interval for rest allowed under section 37 (*a*) or 37 (*b*) ?

69 Does the spread over for an adult worker exceed 13 hours in any day ? (Section 38.)

70 Is there any adult worker employed otherwise than in accordance with the notice prescribed under section 39 (1) and the entries against his name made in the register of workers maintained under section 41 ? (Section 42.)

Koviloor Acadamy

71 Has the factory been exempted by the Government from the provisions of sections 34, 35, 36, 37 and 38 ? State processes exempted.

72 Has any exemption been granted by the Commissioner of Labour in respect of the employment of any specified class of workers under rules 115 and 116 ?

73 Are the conditions attaching to the exemptions availed of, duly observed ?

74 (*a*) Is any person employed in this factory allowed to be employed in any other factory on the same day ? (Section 48.)
(*b*) Are the conditions laid down in rule 125 satisfied ?

2. *Restrictions on the employment of Adolescents and Children.*

75 Are there any children below 12 years of age employed in the factory ? (Section 50.)

76 (*a*) Is the medical certificate of each child or adolescent in the custody of the factory Manager ? [Section 51 (*a*).]
(*b*) Is every child or adolescent in possession of a token ? [Section 51 (*b*).]
(*c*) Are provisional certificates more than three months old ? [Section 12 (2) and rule 130 (3).]

77 (*a*) Does any child or adolescent not certified as an adult, work for more than five hours in any day ? [Section 54 (1).]
(*b*) Is the spread over in the case of such persons more than seven and a half hours in any day ? [Section 54 (2).]
(*c*) Does any child or adolescent not certified as an adult work between 7 p.m. and 6 a.m. ? [Section 54 (3).]
(*d*) Is there any child or adolescent not certified as an adult working in the factory who has already been working in another factory on this day ? [Section 54 (5).]

78 Is there any child or adolescent who, in the opinion of the Inspector, is no longer fit for employment ? (Section 58.)

79 Has any child or adolescent used or attempted to use any certificate granted to another child or adolescent as having been granted to himself ? (Section 67.)

80 Is any child worker employed otherwise than in accordance with the notice prescribed under section 55 (3) and the entries against his name made in the register of child workers maintained under section 57 ?

Notices, Registers and Returns.

81 (*a*) Has the notice under section 9 (1) been received ? (Seasonal factories to send notice before each season.)
(*b*) Has the change of Manager been notified within the due date ? [Section 9 (2).]

82 Are the abstracts of the Act and the rules and other notices displayed at the main entrance ? [Section 76 (1) and rule 140.]

83 (*a*) Are the notices of periods for work displayed in the prescribed form and correctly maintained ? [Sections 39 (1), 55 (1), 76 (2) and rule 135.]
(*b*) Have the copies of the notice been sent in duplicate to the Inspector ? [Sections 40 (1) and 55 (3).]
(*c*) Are the changes in this notice duly notified to the Inspector ? Were any changes in the notice made within one week of the previous change without the sanction of the Inspector ? [Section 40 (2).]

84 (*a*) Have the notices of accidents been sent to the Inspector as required by the rules ? (Section 30 and rules 25 and 28.)
(*b*) Has a supplemental report of accident been sent where necessary ? (Rule 29.)

85 Is the register of adult workers and child workers maintained separately and in the prescribed form ? (Sections 41 and 56 and rule 136.)

Koviloor Acadamy

86 Is a muster roll for exempted persons maintained in the prescribed form ? [Section 47 (4) and rule 136.]

87 Has the holiday return been submitted regularly ? (Government Notification No. 286, dated 3rd September 1935.)

88 In the cotton mills are the hygrometer readings recorded at the specified times and are the note books and registers properly kept ? (Rule 38.)

89 (*a*) Is a bound inspection book maintained and are the forms O, M, N and H opened and maintained in it ? (Rule 108.)
(*b*) Is the list of persons to whom provisions of section 43 (1), and rule 111 are applicable, entered in Form O ? (Rule 108.)
(*c*) Are the dates of limewashing building walls, painting, varnishing or lime-washing of wood-work and lime-washing and tarring of latrines entered in Form M ? (Rule 102.)
(*d*) Are the particulars of the different workrooms properly entered in Form N ? (Rule 103.)

Welfare.

90 (*a*) If the factory employs 250 persons or more or 50 persons or more in the case of engineering works, are first aid appliances kept readily available ?
(*b*) If the factory is not covered by the above, are first aid appliances necessary, in your opinion, on account of dangerous machinery used or processes carried on ?

91 If more than 150 persons are ordinarily employed, are separate rooms for rest provided as required by rule 110 ?

92 If more than 50 women workers are ordinarily employed, are suitable creches provided as required by rule 111 ?

93 If the factory was in existence on 1st January 1935, have the provisions of rules 110 and 111 been relaxed by the Chief Inspector and to what extent ?

Orders served during last inspection :—
(Here enter items of previous orders and against each note whether complied with or not.)

Remarks :—

Miscellaneous for Administration Report.

Housing accommodation :
Dispensary :
Schools :
Fires :
Epidemics :
Increase or decrease in wages :
Strikes :
Welfare work :

Inspector of Factories, *Circle.*

FORM G.

[*See Rule* 91 (*a*).]

FACTORY INSPECTION REPORT FOR SECOND AND SUBSEQUENT INSPECTIONS BY FACTORY INSPECTORS.

District
Taluk
Village
Postal address

Date of last inspection.

Number and date of previous order.

Date and time of present inspection.

1 Serial number and name of factory.

2 (*a*) Class (seasonal or non-seasonal) and kind of factory.

N.B.—All industries carried on or likely to be carried on should be entered.

(*b*) If seasonal factory declared non-seasonal, give number and date of Government notification.

Koviloor Acadamy

3 Name of occupier or occupiers.

4 Name of manager.

5 Factory working/not working.

N.B.—If the factory is working the industry that is being carried on at time of inspection should be noted.

6 Factory notified/registered.

	Adults.	Adolescent adults.	Adolescent children.	Children.
7 Number of employees on the day of inspection.				
Have more than 9 or 19 persons been employed on any day of the preceding 12 months ? If so, give the date or dates.	Men. Women.			Boys. Girls.

8 Details of additional machinery if any installed in the factory since the last inspection.

Health and sanitation.

9 Cleanliness, periodical sanitary treatment of walls, etc., latrines, water-supply, ventilation, lighting, cooling properties of air, floor and breathing space, etc.

Safety.

10 Fencing of prime-movers, transmission machinery, machine tools, maintenance of fences in proper order, provisions for special classes of factories. Safety of buildings and machinery, protection of persons attending to machinery. Electrical fittings, danger notices, precautions against fire. Special provisions for women and children.

11 Hours of employment—Holidays, etc. Restrictions on working hours of adults—Conditions attaching to exemptions—Restrictions on the employment of adolescents and children—Certification of adolescents and children.

12 Notices—Registers and returns—Exhibition of abstracts—Notice of periods for work—Notices of accidents—Maintenance of register of adults and child workers—Register of exempted persons—Hygrometer registers in cotton mills—Maintenance of the Bound Inspection Book.

13 Welfare: First-aid appliances—Shelters for rest—Creches for children.

14 Resume of inspection—Previous orders mentioned in item 4 (*c*)—
(1) Numbers of items complied with.
(2) Numbers of items not complied with.
(3) Numbers of items partly done—Action proposed.

15 Special features, if any, for administration report—Housing accommodation—Dispensaries—Schools—Fires, epidemics, etc.

16 General remarks, if any.

Inspector of Factories, Circle

Koviloor Acadamy

FORM H.

[*See* Rules 91 (c) and 108.]

I.R. No.————————19 .

OFFICE OF THE INSPECTOR OF FACTORIES, CIRCLE.

————————193 .

THE FACTORIES ACT, 1934—THE MADRAS FACTORIES RULES, 1936, AND THE GOVERNMENT NOTIFICATION ISSUED THEREON.

Sir,

Upon a recent inspection of your factory on it was found to the extent indicated below, that certain provisions of the Act and rules were not being carried out. It is, therefore, requested that necessary steps, to the extent indicated below, be taken at once to comply with the law.

2. Please note that you may, within thirty days of the service of these orders, appeal to the Chief Inspector of Factories, Madras, against the orders marked 'A'; any such appeal must be accompanied by court-fee stamps of the value of Rs. 2 and a true copy on plain paper, of the orders appealed against certified to be correct by the officer who issued the order. The copy of the orders, further, should be stamped under the Court Fees Act with stamps at the rate of 8 annas for every 360 words or fraction thereof.

3. The orders below are issued or repeated from previous orders, without prejudice to any action that this office may take for non-compliance with the provisions of the Act and the rules thereunder.

Yours faithfully,

Inspector of Factories, Circle

FORM I

(*See* Rule 36.)

INSPECTION REPORT FOR THE USE OF THE OFFICERS OF THE HEALTH AND MEDICAL DEPARTMENTS.

District — Date of last inspection.
Taluk — Date and time of present inspection.
Village
Postal address.

1 Name of factory

2 Name of occupier

3 Name of manager

4 Class of factory—
(*a*) Seasonal/Non-seasonal.
(*b*) Seasonal declared as non-seasonal.

5 Factory working/not working.

6 State industries carried on.

7 Number of persons found employed.	Adults.	Adolescent adults.	Adolescent children.	Children.
	Men.			Boys.
	Women.			Girls.

Health and Sanitation.

8 (*a*) Is rubbish, filth or debris allowed to accumulate in the factory? [Rule 5 (*a*).]
(*b*) Are covered receptacles provided for filth and other decomposing matter? [Rule 5 (*a*).]

(c) Are wastes and effluents being disposed of without being suitably treated to render them unobjectionable ? [Rule 5 (b).]

(d) Are the drains properly constructed and regularly flushed at least twice daily ? (Rule 6.)

(e) Are drains connected with some recognized drainage line ? (Rule 6.)

(f) Is the compound surroundings of the factory sanitary and clean ? (Rule 7.)

(g) Have the limewashing and colour washing of the factory building walls been done ? (Rule 3.)

(h) Is the woodwork in the factory painted, varnished, limewashed or colour washed ? (Rule 3.)

9 (a) Are the latrines and urinal accommodation sufficient and suitable or is the factory exempt ? (Section 20 and rules 15, 16 and 18.)

N.B.—Number and date of exemption order to be given.

(b) (i) Are the latrines and urinals properly used by the workpeople. (Rule 8.)

(ii) Are the arrangements made for regular cleansing and conservancy of latrines, etc. ? (Rule 8.)

(c) Have the limewashing and tarring of latrine walls been done ? (Rule 17.)

10 (a) Is there a sufficient and suitable supply of water fit for drinking ? [Sections 19 (1) and (2) and rule 13.]

(b) Is the water supplied free of cost ? (Rule 12.)

(c) Is the area around the place where drinking water is distributed properly drained and cleaned ? (Rule 9.)

(d) (i) Are processes involving contact by the workers with injurious or obnoxious substances carried on ?

(ii) If so, is water suitable for washing and facilities for its use provided ? (Rule 14.)

11 (a) Are the ventilating openings sufficient and properly maintained ? [Rule 10 (1).]

(b) Is ventilation sufficient to render gases, vapour, dust, etc., generated in the factory harmless to operatives ? [Section 14 (2).]

(c) Is gas, dust or other impurity generated to an injurious extent, if so, is there a mechanical or other device to abate the nuisance? [Section 14 (3).]

(d) Is ventilation in jute mills sufficient ? [Rule 10 (2).]

Restrictions on the employment of Adolescents and Children.

12 Are there any children below 12 years of age employed in the factory ? (Section 50.)

13 (a) Is the medical certificate of each child or adolescent in the custody of the factory Manager ? [Section 51 (a).]

(b) Is every child or adolescent in possession of a token ? [Section 51 (b).]

(c) Are provisional certificates more than 3 months old ? [Section 12 (2) and rule 130 (3).]

14 (a) Does any child or adolescent not certified as an adult, work for more than 5 hours in any day ? [Section 54 (1).]

(b) Is the spread-over in the case of such persons more than 7½ hours in any day ? [Section 54 (2).]

(c) Does any child or adolescent not certified as an adult work between 7 p.m. and 6 a.m. [Section 54 (3).]

(d) Is there any child or adolescent not certified as an adult working in the factory who has already been working in another factory on this day ? [Section 54 (5).]

15 Is there any child or adolescent who, in the opinion of the inspecting officer, is no longer fit for employment ? (Section 58.)

16 In cotton mills, are the hygrometer readings recorded at the specified times and are the note books and registers properly kept ? (Rule 38.)

NOTE.—This report should be sent the full-time Inspector of Factories concerned within five days from the date of inspection for necessary executive action with reference to rule 93 of the Madras Factories Rules, 1936.

Koviloor Acadamy

FORM J

(See Rule 93.)

INSPECTION REPORT FORM FOR THE USE OF SUBDIVISIONAL MAGISTRATE.

District

Taluk

Village

Postal address

1 Name of factory. } Date of last inspection.
2 Name of occupier.
3 Name of Manager. } Date and time of present inspection.

4 Class of factory—

(*a*) Seasonal/Non-seasonal.

(*b*) Seasonal declared as non-seasonal.

5 Factory working/not working.

6 State industries carried on.

	Adults.		Adolescent adults.		Adolescent children.		Children.	
7 Number of persons found employed.	Men.	Women.					Boys.	Girls.

8 Is any adult employed for more than 54 hours in any week or for more than 60 hours a week in a seasonal factory ? (Section 34.)

9 If any person was employed on a Sunday was a substituted holiday given ? [Section 35 (1) (*a*).]

10 Was the notice of Sunday work delivered to the office of the Inspector in time ? [Section 35 (1) (*b*) (i).]

11 Was the required notice displayed in the factory ? [Section 35 (1) (*b*) (ii).]

12 Is any male adult worker allowed to work for more than 10 hours in a day or in a seasonal factory for more than 11 hours in any day ? (Section 36.)

13 Does any woman work between 7 p.m. and 6 a.m. ? [Section 45 (1) (*b*).]

14 Is the interval for rest allowed under Sections 37 (*a*) or 37 (*b*) ?

15 Does the spread-over of work for an adult worker exceed 13 hours in any day ? (Section 38.)

16 Is there any adult worker employed otherwise than in accordance with the notice prescribed under Section 39 (1) and the entries against his name made in the register of workers maintained under Section 41 ? (Section 42.)

17 Is the medical certificate of each child or adolescent in the custody of the factory Manager ? (Section 51 (*a*).]

18 Is every child or adolescent in possession of a token ? [Section 51 (*b*).]

19 Does any child or adolescent not certified as an adult, work for more than 5 hours in any day ? [Section 54 (1).]

20 Is the spread-over in the case of such persons more than 7½ hours in any day ? [Section 54 (2).]

21 Does any child or adolscent not certified as an adult, work between 7 p.m. and 6 a.m. ? [Section 54 (3).]

Koviloor Acadamy

22 Is there any child or adolescent not certified as an adult working in the factory who has already been working in another factory on this day ? [Section 54 (5).]

23 Is the register of adult workers and child workers maintained separately and in the prescribed form ? (Sections 41 and 56 and rule 135.)

REMARKS.

Name of inspecting officer and designation.

Signature.

NOTE.—This report should be sent to the full-time Inspector of Factories concerned within five days from the date of inspection for necessary executive action with reference to rule 93 of the Madras Factories Rules, 1936.

FORM K.

(*See* Rule 94.)

DIARY OF THE INSPECTOR OF FACTORIES, CIRCLE, MADRAS
PRESIDENCY, FOR THE MONTH OF 193 .

Date	Factories visited or other work done.	List of sections and rules under which orders are served.

FORM L.

(*See* Rule 96.)

REGISTER OF FACTORIES.

PART I—*Non-seasonal.* / II—*Seasonal.*

Year 193 .

Serial number.	District.	Name of factory.	Postal address.	Nature and amount of moving power.	Nature of work carried on.	Name of occupier.	Name of manager.	Date of inspections.	Remarks.

FORM M.

(*See* Rules 12 and 108.)

DATES OF LIMEWASHING, COLOURWASHING, TARRING, PAINTING OR VARNISHING.

Part of factory, *e.g.*, name of room.	Parts limewashed, colourwashed, tarred, painted or varnished, *e.g.*, walls, ceilings, woodwork, etc.	Treatment (whether limewashed, colourwashed, tarred, painted or varnished).	Date on which limewashing, colour washing, tarring, painting or varnishing was carried out (according to the English calendar).			Signature of occupier or Manager.	Remarks.
			Day.	Month.	Year.		

(*Signature of Occupier.*)

(*Signature of Manager if the Occupier is absent.*)

Koviloor Acadamy

FORM N.

(*See* Rules 103 and 108.)

PARTICULARS OF ROOMS IN THE FACTORY.

Name of room in factory.	Dimensions of room in feet.			Total floor area in square feet.	Floor area occupied by machinery, fixtures and materials.	Breathing space (cubical contents in cubic feet).	Net floor area.	Number and total square feet of ventilating openings.	Maximum number of persons who may be employed in the room.	Remarks.
	Length.	Breadth.	Height.							

(*Signature of Occupier.*)

(*Signature of Manager if the Occupier is absent.*)

FORM O.

(*See* Rule 108.)

Section or Rule from which exemption is given.	Subject dealt with.	Extent of and reason for exemption.	By whom given.	Date and number of order.

Date

(*Signature of Inspector.*)

FORM P.

[*See* Rule 127 (1)].

1 Serial No.....
Date..... 193 .
2 Name.....
3 Father's
———name.....
Husband's
4 Sex and caste or religion.....
.....
5 Residence.....
6 Age certified.....

7 Physical fitness .....
8 Bears marks of successful vaccination .....

9 Distinctive marks.....
10 Reason for—*
(1) refusal of certificate....

or
(2) certificate being revoked
Thumb impression.
Initials of Certifying Surgeon.

Serial No..... Dated.....193 .

I hereby certify that I have personally examined (name) .....
son/daughter/wife of.....
(caste, etc.) .....
residing at. .....
who is desirous of being employed in a factory, and that his/her age, as nearly as can be ascertained from my examination is .....
years and that he/she is fit for employment in a factory as a child/an adult.

I further certify that he/she bears marks of successful vaccination. His/her descriptive marks are.....

Thumb impression.

.....
Certifying Surgeon.

.....

*Exact details of cause of physical disability should be clearly stated.

Koviloor Acadamy

FORM Q.

[*See* Rule 129 (2).]

REGISTER OF FEES PAID FOR THE ISSUE OF DUPLICATE CERTIFICATES UNDER SECTION 59 (*a*) OF THE FACTORIES ACT.

Date.	Serial number.	Number of previous certificate.	Name of person to whom granted.	Initial of Certifying Surgeon.

Paid into Treasury——————————

Date——————————

(*Signature of Certifying Surgeon.*)

FORM R.

(*See* Rule 135.)

NOTICE PRESCRIBED UNDER SECTIONS 39 (8) AND 55 (4) OF THE FACTORIES ACT.

Name of factory. Place. District

Nature of work.	Number of group.	Number of shift.	Number of relay.	Hours of work																Remarks.
				Monday to Friday.									Saturday.							
				Men.			Women.			Children (Including adolescent—children.)			Men.			Women.			Children (Including adolescent—children.)			
				First period.	Second period.	Third period.	First period.	Second period.	Third period.	First period.	Second period.	Third period.	First period.	Second period.	Third period.	First period.	Second period.	Third period.	First period.	Second period.	Third period.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)

NOTE.—(1) Columns (2) and (3) may be filled when there are two or more groups as the case may be.
(2) If there are different hours of work for different days of the week, the notice should be amplified making provision for all the days of the week.
(3) In the case of rotating shifts a scheme of shifts covering as many weeks as there are number of interchanging shifts and showing the change over in the case of each shift and the weekly holiday or rest period given to each relay should also be shown in the notice.

Kovilloor Academy

FORM S.

(*See* Rule 136.)

REGISTER OF ADULT WORKERS INCLUDING ADOLESCENTS DEEMED TO BE ADULTS UNDER SECTION 53 (1) OF THE FACTORIES ACT.

Name of factory. Place. District.

Part $\frac{\text{I Men}}{\text{II Women}}$

for the month of 193 .

(1) Serial number.	(2) Name of worker.	(3) Father's name.	(4) Caste or religion.	(5) Nature of work.	(6) Group, if any, in which included.	(7) Where groups worked on shifts, the shift in which included, and the relay to which allotted.	Hours of work.												(20) Total weekly hours.	(21) Remarks.
							Days of week.						Days of week.							
							First period.		Second period.		Third period.		First period.		Second period.		Third period.			
							From	To	From	To	From	To	From	To	From	To	From	To		
							(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)		

Koviloor Academy

FORM S—*cont.*

REGISTER OF CHILD WORKERS INCLUDING ADOLESCENTS DEEMED TO BE CHILDREN UNDER SECTION 53 (2) OF THE FACTORIES ACT.

Name of factory. Place. District.

Part III Boys / IV Girls

for the month of 193 .

Serial number.	Name of child.	Father's name.	Caste or religion.	Nature of work.	Group, if any, in which included.	If the group works on shifts, the relay in which included.	Hours of work.						Total weekly hours.	Provisional certificate.		Certifying Surgeon's certificate.		Remarks.
							Days of week.				Days of week.							
							First period.		Second period.					No.	Date.	No.	Date.	
							From	To	From	To	From	To						
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)

Kovilloor Academy

Koviloor Acadamy

FORM T.

(*See* Rule 138.)

REGISTER FOR EXEMPTED PERSONS.

Muster roll of Adult Workers and Adolescents deemed to be Adults under Section 53 (1) to be kept under Section 47 (4) of the Factories Act, for the month of 193 .

Name of factory. Place. District.

(1) Serial number.	(2) Name of Worker.	Hours of work. Days.	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24) Total weekly hours.	(25) Usual weekly hours.	(26) Normal daily wages or where any worker is paid on a piece rate basis the rate fixed by the Local Government under sub-section (3) of section 47.	(27) Overtime pay paid under sub-section (1) of section 47.	(28) Overtime pay paid under sub-section (2) of section 47.	(29) Total amount paid.	(30) Remarks.
		Dates.	Monday.			Tuesday.			Wednesday.			Thursday.			Friday.			Saturday.			Sunday.									
			First period.	Second period.	Third period.	First period.	Second period.	Third period.	First period.	Second period.	Third period.	First period.	Second period.	Third period.	First period.	Second period.	Third period.	First period.	Second period.	Third period.	First period.	Second period.	Third period.							

Koviloor Acadamy

FORM U.

(*See* Rule 140.)

ABSTRACTS OF THE FACTORIES ACT, 1934, AND THE RULES MADE THEREUNDER TO BE AFFIXED NEAR THE MAIN ENTRANCE UNDER THE PROVISIONS OF SECTION 76 (1).

Definition of Factory.

1. 'Factory' means any premises including the precincts thereof whereon twenty or more workers are working, or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on with the aid of power, or is ordinarily so carried on.

Seasonal and Perennial Factories.

2. A factory which is exclusively engaged in one or more of the following manufacturing processes, namely cotton, ginning, cotton or jute pressing, decorticating of groundnuts, manufacture of coffee, indigo, lac, rubber, sugar (including gur), tea or any manufacturing process which is incidental to or connected with any of the aforesaid processes, is a seasonal factory under the Act. A factory falling under this category may be declared by the Provincial Government to be a non-seasonal factory if it ordinarily works for more than 180 days in the year. Similarly a factory which does not ordinarily work for more than 180 days and works only during particular seasons or at times dependent on the irregular action of natural forces may be declared to be a seasonal factory by the Provincial Government.

Limitation of Working Hours.

3. The working hours sections of the Act do not apply to persons holding posts of supervision and management or employed in any factory in a confidential capacity.

Adults (including Adolescents certified as adults).

(*a*) Unless exemption has been granted under the rules, no adult worker who is not engaged in the manufacturing process which must be continuous shall be allowed to work in a factory for more than 54 hours in any week, or where the factory is a seasonal one, for more than 60 hours in any week.

(*b*) An adult worker in a non-seasonal factory engaged in work which for technical reasons must be continuous throughout the day may work for 56 hours in any week.

(*c*) No adult worker shall be employed in any factory on a Sunday unless he has had or will have a holiday for a whole day on one of the three days immediae tely preceding or succeeding that Sunday.

NOTE.—'Day' means a period of 24 hours beginning at midnight.

(*d*) No adult worker shall be allowed to work in a factory for more than ten hours in any day provided that a male adult worker in a seasonal factory may work for 11 hours in any day.

(*e*) The periods of work of adult workers in a factory during each day shall be fixed either—

(i) so that no period shall exceed six hours, and so that no worker shall work for more than six hours before he has had an interval for rest of at least one hour;

(ii) so that no period shall exceed five hours and so that no worker's work shall for more than five hours before he has had an interval for rest of at least half an hour, or for more than eight and a half hours before he has had at least two such intervals.

(*f*) The periods of work of an adult worker in a factory shall be so arranged that, along with his intervals for rest under section 37, they shall not spread over more than 13 hours in any day, save with the permission of the Provincial Government and subject to such conditions as it may impose, either generally or in the case of any particular factory.

(*g*) An adult worker may be employed in more than one factory on the same day, subject to the following conditions:—

(i) she shall not be employed for more than ten hours in all on any day;

(ii) he shall receive a weekly holidayn accordance with the provisions of section 35 of the Act.

Koviloor Acadamy

Exemption.

In case of urgent repairs mentioned in rule 114 and under cover of the rules relating to exemptions framed under section 43 (2) of the Act, the ordinary limits on working hours of adults may be relaxed to the extent indicated and subject to the conditions mentioned in these rules. The exemptions are generally limited so that the working hours on any day shall not exceed 11, spread over 15 hours, total hours per week 60, and not more than 13 consecutive days of work without a holiday for one whole day. Overtime wages have to be paid to workers so employed as explained below :—

(i) where a worker in any factory works for more than 60 hours in any week or where a worker in a factory other than a seasonal factory works for, more than ten hours in any day, he shall be entitled in respect of over time worked to pay at the rate of one and half times his ordinary rate of pay;

(ii) where a worker in a factory other than a seasonal factory works for more hours in any week than are permitted under section 34, he shall be entitled, in respect of the overtime worked excluding any overtime in respect of which he is entitled to extra pay under sub-section (1), to pay at the rate of one and a quarter times his ordinary rate of pay.

Women only.

(*h*) No women shall be allowed to work in a factory for more than ten hours in any day or between 7 p.m. and 6 a.m. except when in the case of fish-curing and fish-canning factories which are exempted under section 45 (2).

Children (includes adolescents not certified as adults).

(*i*) No child who has not completed his twelfth year shall be allowed to work in any factory.

(*j*) No child who has completed his twelfth year and no adolescent shall be allowed to work in any factory unless—

(i) a certificate of fitness granted to him under section 52 is in the custody of the manager of the factory, and

(ii) he carried while he is at work a token giving reference to such certificate.

(*k*) (i) An adolescent who has been granted a certificate of fitness to work in a factory as an adult under clause (*b*) of sub-section (2) of section 52, and who, while at work in a factory carried a token giving reference to the certificate, shall be deemed to be an adult for all the purposes of Chapter IV of the Factories Act, 1934, regarding restrictions on the working hours of adults.

(ii) An adolescent who has not been granted a certificate of fitness to work in a factory as an adult, under sub-section (2) of section 52, shall, notwithstanding his age, deemed to be a child for the purposes of this Act.

(*l*) (i) No child shall be allowed to work in a factory for more than five hours in any day.

(ii) The hours of work of a child shall be so arranged that they shall not spread over more than 7½ hours in any day.

(iii) No child shall be allowed to work in a factory except between 6 a.m. and 7 p.m.

(iv) No child shall be allowed to work in any factory on any day on which he has already been working in another factory.

NOTE.—No exemption can be granted from the provision of weekly holiday in respect of any child.

(*m*) No child or adolescent shall use or attempt to use as his own a certificate granted to any other child or adolescent.

(*n*) When a child or adolescent goes to work in a new factory, he must give up his token to the manager of the factory in which he was previously employed, receive back his certificate and hand over this certificate to the manager of the new factory, who will furnish him with a new token.

(*o*) No child who cannot be lawfully employed therein shall be admitted to any part of a factory in which any hazardous operation is carried on within the meaning of the rules, if any, made under sub-section (4) of section 33 of the Act.

Koviloor Acadamy

Shelters for rest, and creches for children.

4. The occupier of every factory wherein more than 150 workers are ordinarily employed has to provide free of cost a suitable room or rooms for the use of workers during periods of rest. For particulars, see rule 110.

The occupier of every factory wherein more than 50 women are employed, has to provide a suitable room or rooms for the use of children under the age of six years belonging to such women. As far as possible such rooms shall be remote from the workrooms and close to the main entrance to the factory. For particulars, see Rule 111.

Sanitation.

5. Except in cases falling under rule 4 all walls and ceilings of factory buildings shall be limewashed every year and all wood work shall be limewashed every year or painted every seven years, limewashing and painting to date from last date of limewashing and painting. Dates on which limewashing or painting is carried out shall be entered in Form " G."

6. No rubbish shall be allowed to accumulate in the factory premises and the compound shall be kept clean.

7. Sufficient and suitable drinking water shall be provided for the employees free of cost.

8. In every factory in which any process involving contact by the workers with injurious and obnoxious substances is carried on water suitable for washing and facilities for its use shall be provided for such workers. For particulars see rule 14.

9. Unless specially exempted every factory shall be provided with sufficient and suitable latrine accommodation of a design approved by the Health Officer. If females are employed, separate screened and specially marked latrines shall be provided for them.

Safety.

10. (*a*) *Fencing of machinery.*—(i) Every exposed moving part of a prime mover (ordinarily an engine of same kind) and every flywheel directly connected to a prime mover shall be kept adequately fenced.

(ii) Ordinarily all shafts, whether vertical or horizontal, wheels including balancing and momentum wheels, drums or pulleys (including fast and loose pulleys), couplings, collars, clutches, toothed wheels, straps whether horizontal, inclined or vertical, bands, belts, chains, ropes and wires or other devices by which any machine or appliance receives its motion, all projecting set screws, keys, nuts or bolts on revolving part of machinery shall be fenced or guarded if in motion and within reach. The underside of all heavy overhead main driving belts or ropes should be similarly guarded if persons have to pass under them.

(iii) Parts of machine, tools such as back gears and change wheels of lathes, back gear and bevel gearing of drilling machines and the gear wheels of planing, shaping, slotting and milling machines shall be securely fenced if within reach.

(iv) Other provisions relating to the fencing and guarding of machinery prescribed by rules 48 to 52 shall be observed.

(v) Additional provisions prescribed specially for textile, ginning, wood-working, jute, tea, brick and tile and decorticating factories prescribed in rules 53 to 66 shall also be observed.

(*b*) *Protection of persons attending to machinery*—(i) All electrical fittings shall be effectively protected.

(ii) Every person who has to replace a belt or to oil bearings of shafts shall wear a loin cloth or tight trousers and shall not wear any loose clothing which is liable to be caught in the machinery.

(iii) Only experienced men, those especially trained for the work, shall be allowed to replace fast running belts.

(iv) All ladders used in replacing belts shall be specially made and reserved for that work and provided with hooks or other non-skid device.

(v) All important pulleys shall be provided with belt-hangers or perches.

Koviloor Acadamy

(vi) When the main belts of any machinery have to be adjusted, the machinery shall be stopped and shall not be set in motion again until such belts have been completely adjusted.

(vii) Safe and convenient access by means of suitably fenced service platforms or gangways if necessary shall be provided to all belts and bearings of shafts and other parts of machinery in a factory which may require attention while the machinery is in motion.

(viii) No machinery in motion shall be cleaned with the cotton waste, rags similar material held in the hand.

(ix) Every shaffting ladder shall be fitted either with hooks or with some effective non-skid devices.

(x) All water gauge glasses of boilers of which the maximum pressure exceeds 100 lbs. per square inch shall be securely guarded.

(xi) No additional weight shall be placed on the safety valve of any boiler except under the written authority of the Boiler Inspector.

(xii) All sizing cylinders, kiers, digesters or steam-jacketted pans or other vessels worked under pressure shall be fitted with safety valves and pressure gauges.

(c) *Precautions against fire.*—(i) Except in special cases when the use of naked lights is necessary in the course of a manufacturing process, no person shall smoke or use a naked light or cause or permit any such light to be used in the immediate vicinity of any inflammable material in a factory. In such special cases adequate precaution against fire shall be taken, as may be required by the Inspector.

(ii) No permanent building forming part of a factory or used as a store room in connexion therewith, shall have a thatched roof or thatched walls.

(iii) All work rooms in factories shall be provided with sufficient means of escape in case of fire and such fire-escapes shall not be kept closed or obstructed during working hours.

Notices.

11. Notice of all serious accidents occurring in a factory shall be sent within four hours of the occurrence to the Inspector of Factories and the District Magistrate or the Commissioner of Police in Madras City. In case of accidents resulting in death notice shall also be sent to the officer in charge of the Police station for the area. Notice of other accidents which disable any worker for more than 48 hours after their occurrence shall also be sent to the Inspector and the District Magistrate within 72 hours of the occurrence.

Inspections.

12. Inspectors of Factories have power to inspect factories day or night and may require the production of registers, certificates, etc., kept under the Act and rules.

Copies of the Act and rules and copies of this abstract can be obtained from the Superintendent, Government Press, Mount Road, Madras.

[G.O. No. 523, Development, dated 30th March 1936.]

Koviloor Acadamy

Page 108—*Add* the following form after Form U :—

FORM V.

(*See* Rule 83-B.)

Factory Inspection Department, Madras.

FIRST-AID.

TREATMENT OF MINOR INJURIES.

A scratch or slight wound.

Treat every scratch or slight wound *immediately*.
Apply the iodine solution * over the broken surface *once* and allow to dry.
Do not attempt to wash the wound at all.
Apply a sterilized dressing †. A bandage can be applied over this dressing, if necessary. Do not touch the part of the sterilized dressing which is put next to the wound.
Blood poisoning or septic infection of a wound is caused by introducing germs into it.
A sterilized dressing should, therefore, always be used as it is free from germs.
Iodine sterilizes the wound and makes any dirt harmless.
Hands are never free from germs, and should never touch the wound or the part of the dressings to be applied to the wound.

A burn or scald.

Cover the injured part with a dry 'sterilized burn dressing.' ‡

NOTE.—Ointment or oil such as carron oil, should not be used for a first-aid dressing. Carron oil is not sterile. Its use may also interfere with any subsequent treatment by a doctor or in the ambulance room.

Do not prick a blister, except under medical advice ; it is no part of the first-aid treatment.

An acid burn.

Flood the burn with cold water.
Sprinkle it (after flooding) with powdered bicarbonate of soda.
Apply a 'sterilized dressing' of suitable size.
Iodine should *never* be used for *burns* or *dermatitis*.

Eye injuries.

(Prevention is better than cure.)

Therefore, if your work entails danger to the eyes, *wear goggles*. Goggles have saved hundred of eyes ; *thousands* have been lost for want of them.

A foreign body in the eye.

Apply two or three eye-drops § to the affected eye-ball.
Cover with a eye-shade.
Go to a doctor *at once*.
Do not try to remove any particle which cannot be brushed away.

NOTE.—The treatment recommended should be carried out *immediately*. The longer the delay the greater the risk of blood poisoning.

It is first-aid treatment and is not intended to replace any subsequent treatment which may be necessary by a doctor or in the ambulance room.

Instructions to chemist for making eye-drops.—Weigh 95 grammes of castor oil into a flask capable of holding twice the quantity. Add 0·5 gramme of powdered cocaine. Warm on a water bath till dissolved. While the solution is still warm (but not hot) add one cubic centimetre of a solution containing 3·3 grammes of mercuric chloride in 100 cubic centimetres of absolute alcohol. Mix the solutions by rotating the flask.

---

* A 2-per cent solution of iodine in rectified spirit B.P.
† "Sterilized dressing." A dressing put up in a separate packet and rendered free from germs by a special process.
‡ "Sterilized burn dressing." A similar dressing as above prepared specially for burns.
§ Eye-drops—
Cocaine—0·5 per cent.
Hyd. Perchlor. In castor oil—1 in 3,000.

Koviloor Acadamy

About half an ounce, or 15 c.c., of this solution should be supplied in a bottle from the cork of which a camel-hair brush is pendent in the fluid.

First-aid boxes as obtained from the suppliers will not contain the eye-drops, as a cocaine preparation can only be dispensed under prescription from a registered medical practitioner. It will be necessary, therefore, for the factory manager to obtain a prescription from the Civil Surgeon or other registered medical practitioner, and to purchase the eye-drops separately.

(G.O. No. 2471, Development, dated 6th October 1938.)

[I list, 1-4-39]

Koviloor Acadamy

THE HAZARDOUS OCCUPATIONS (LEAD) RULES, 1937.

1. (*a*) *Title and application.*—These rules may be called the Hazardous Occupations (Lead) Rules, 1937.

(*b*) They shall apply to all factories in which any operation specified in the Schedule is carried on.

2. *Declaration of occupations as Hazardous.*—The operations specified in the Schedule are declared to be hazardous operations when carried on in any factory.

3. (1) *Definition of "lead compound".*—In these rules "lead compound" means any compound of lead, other than galena, or any mixture which contains a compound of lead, other than galena (but does not include an alloy containing lead):

Provided that the compound or mixture when subjected to the treatment prescribed in sub-rule (3) yields to an aqueous solution of hydrochloric acid a quantity of soluble lead compound exceeding, when calculated as lead monoxide, five per cent of the dry weight of the portion taken for analysis.

(2) In the case of paints and similar products and other mixtures containing oil or fat the "dry weight" means the dry weight of the material remaining after the substance has been thoroughly mixed and treated with suitable solvents to remove oil, fats, varnish or other media, and the treatment referred to in sub-rule (1) shall be applied to the material so remaining.

(3) The treatment referred to in sub-rule (1) shall be as follows:—

A weighed quantity of the material which has been dried at 100° C and thoroughly mixed shall be continuously shaken for one hour, at the common temperature, with 1,000 times its weight of an aqueous solution of hydrochloric acid containing 0·25 per cent by weight of hydrogen chloride. This solution shall thereafter be allowed to stand for one hour and then filtered. The lead salt contained in the clear filtrate shall then be precipitated as lead sulphide and weighed as lead sulphate.

4. *Sampling.*—When an Inspector of Factories suspects that any substance used or intended for use in any factory contains a lead compound he may at any time take for analysis sufficient samples of that substance:

Provided that the manager of the factory may, at the time when a sample is taken and on providing the necessary appliances, require the Inspector to divide the sample into two parts and to make and seal and deliver to him one such part.

Koviloor Acadamy

5. *Prohibition of employment of women, adolescents and children.*— No woman, adolescent or child shall be employed in any factory in any of the operations specified in items (i) to (vii) inclusive of the Schedule.

6. *Medical certification and examination.*—(1) No person shall be employed in any factory for more than 15 days in the year, in any of the operations specified in the Schedule unless a special certificate of the fitness in the Form appended to these rules granted to him by a certifying surgeon appointed under section 12 of the Factories Act, 1934, is in the custody of the manager of the factory

(2) The Chief Inspector of Factories may require that any person granted a certificate under sub-rule (1) shall carry with him while at work a token giving reference to such certificate.

(3) Every person so employed shall be medically examined by a certifying surgeon or by a registered medical practitioner specially appointed by the Local Government to be a certifying surgeon for the purpose of these rules, at intervals of not more than six months, and a record of such examinations shall be entered in the Form appended to these rules and be preserved by the manager of the factory.

(4) If at any time the certifying surgeon is of opinion that any person is no longer fit for employment in any of the operations specified in the Schedule, he shall cancel the special certificate of fitness of that person.

(5) No person whose special certificate of fitness has been cancelled shall be employed in any of the operations specified in the Schedule unless the certifying surgeon again certifies him to be fit.

7. *Exhaust draughts.*—Where gas, dust or fume is produced in any of the operations specified in the Schedule, provision shall be made for removing the gas, dust or fume by means of an efficient exhaust draught so contrived as to operate on the gas, dust or fume as closely as possible to the point of origin :

Provided that where the provision of an efficient exhaust draught is not reasonably practicable the Inspector of Factories may require :—

(*a*) respirators of a type approved by him to be provided and maintained in a clean and efficient condition by the occupier and worn by every person working under such conditions :

(*b*) the damping of floors, apparatus and material to prevent the raising of dust.

Explanation.—"Efficient exhaust draught" means localized ventilation effected by heat or mechanical means, for the removal of gas, vapour, dust or fumes so as to prevent them (as far as practicable under the atmospheric conditions usually prevailing) from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove smoke generated at the point where such gas, vapour, fumes or dust originate.

Koviloor Acadamy

8. *Floors and work-benches.*—(1) The floor of every room, in which any person is employed on any of the operations specified in items (i) to (vi) of the Schedule, shall be of smooth cement or other smooth impervious material.

(2) The top of every work-bench in every such room shall be of smooth impervious material.

(3) The said floors and work-benches shall be kept clean and in good condition.

(4) The Chief Inspector of Factories may require by order in writing the said floors and work-benches to be kept wet in such manner as he may deem suitable, in order to reduce dust.

9. *Washing facilities.*—The occupier shall provide and maintain in a cleanly state and in good repair for the use of persons employed on any of the operations specified in the Schedule either—

(i) a trough with a smooth impervious surface fitted with a waste pipe without plug, and of sufficient length to allow at least two feet for every five such persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than two feet ; or

(ii) at least one lavatory basin for every five such persons employed at any one time, fitted with a waste pipe and plug, having a constant supply of water ;

together with, in either case, a sufficient supply of nail brushes, soap or other suitable cleansing material, and clean towels.

10. *Food, drink and tobacco.*—(1) No food, drink, *pansupari*, or tobacco shall be brought into any room in which any person is employed upon any of the operations specified in the Schedule.

(2) No food, drink, *pansupari* or tobacco shall be consumed in any room in which any person is employed upon any of the operations specified in the Schedule.

11. *Protective clothing.*—Adequate protective clothing such as overalls in a clean condition shall be provided by the occupier and worn by every person employed on any of the operations specified in the Schedule.

12. *Tools and apparatus.*—All tools and apparatus used in any operation specified in the Schedule and all rooms in which such operations are carried on shall be kept clean.

13. *Exemptions.*—The Chief Inspector of Factories may grant exemption from the operation of rules 8, 9, 10 (1) or 11 to the extent he deems suitable, where he is satisfied that their observance is not necessary for safeguarding the health of the operatives.

SCHEDULE.

(i) Work at a furnace where the reduction or treatment of zinc or lead ores is carried on ;

(ii) The manipulation, treatment, or reduction of ashes containing lead, the desilverizing of lead or the refining of dross containing lead ;

Koviloor Acadamy

(iii) The manufacture of alloys containing more than ten per cent of lead ;

(iv) The manufacture of any oxide, carbonate, sulphate, chromate, acetate, nitrate, or silicate of lead ;

(v) Handling or mixing of lead tetra ethyl ;

(vi) Mixing or pasting in connexion with the manufacture or repair of electric accumulators ;

(vii) The cleaning of work-rooms where any of the processes aforesaid are carried on ;

(viii) Every other manufacturing operation involving the use of any lead compound or the cleaning of work-rooms where any such operation is carried on.

FORM.

SPECIAL CERTIFICATE OF FITNESS.

In respect of persons employed in operations involving the use of lead compounds.

[Rule 6 of the Hazardous Occupations (Lead) Rules, 1937.]

Serial No.
Date

I hereby certify that I have personally examined (named)
son
daughter of
wife
(caste, etc.) residing at
who is desirous of being employed for more than 15 days in a year as in the
Factory and that his/her age as nearly as can be ascertained from my examination is years and that he/she is in my opinion fit for employment at work involving the use of lead compounds, until . His/her descriptive marks are
Left thumb-impression of person examined.

Certifying Surgeon.

I certify that I re-examined the person mentioned above on	I extend this certificate until	Signature of Certifying Surgeon	Note of symptoms of lead poisoning (if any).

Koviloor Acadamy

THE HAZARDOUS OCCUPATIONS (CELLULOSE SPRAYING) RULES, 1937.

1. *Title and application.*—(*a*) These rules may be called the Hazardous Occupations (Cellulose Spraying) Rules, 1937.

(*b*) They shall apply to all factories in which the spraying of cellulose ester paints and lacquers is carried on.

2. *Declaration of operation as hazardous.*—The spraying of cellulose ester paints, or lacquers, is declared to be a hazardous operation when carried on in any factory.

3. *Prohibition of the employment of children and adolescents.*—No child or adolescent shall be employed in any factory on the operation specified in rule 2.

4. *Exhaust draughts.*—An efficient exhaust draught shall be provided by mechanical means for the process specified in rule 2. The draught shall operate on the vapour given off in the process as near as may be at the point of origin so as to prevent it (as far as practicable under the atmospheric conditions usually prevailing) from escaping into the air of any place in which work is carried on. The draught shall be maintained working for a period of at least five minutes after the cessation of the operation :

Provided that the Chief Inspector of Factories may grant exemption from the provisions of this rule if he is satisfied that due to the casual nature of the operation they are not necessary to secure the health of the workers.

5. *Position of spray operators.*—Arrangements shall, as far as practicable, be made so as to render it unnecessary for the person operating the spray to be in a position between a ventilating outfit and the article being sprayed.

Koviloor Acadamy

THE HAZARDOUS OCCUPATIONS (CHROMIUM) RULES, 1937.

1. *Title and application.*—(*a*) These rules may be called the Hazardous Occupations (Chromium) Rules, 1937.

(*b*) They shall apply to all factories in which any operation involving the use of soluble chromium compounds is carried on.

2. *Declaration of operations as hazardous.*—Operations involving the use of soluble chromium compounds are declared to be hazardous operations when carried on in any factory.

3. *Prohibition of the employment of women, children and adolescents.*—No woman, child or adolescent shall be employed in any factory in any of the operations specified in rule 2.

4. *Protective clothing.*—(*a*) The occupier shall provide waterproof aprons (of a pattern approved by the Chief Inspector of Factories) or overalls in a clean condition which every person employed on any of the operations specified in rule 2 shall wear.

(*b*) The occupier shall provide loose fitting rubber gloves of suitable length and rubber boots or other waterproof footwear for the use of those working at any vessel which the electrolytic plating or oxidation of metal articles by the use of an electrolyte containing chromic acid or other chromium compounds, or any process subsequent thereto, is carried on :

Provided that the Chief Inspector of Factories may grant exemption from any or all the provisions of this rule where he is satisfied that they are not necessary to secure the health of the workers.

5. *Exhaust draughts.*—An efficient exhaust draught shall be provided by mechanical means for the process of electrolytic plating or oxidation of metal articles by the use of an electrolyte containing chromic acid or other chromium compounds. The draught shall operate on the vapour or spray given off in the process as near as may be at the point of origin, so as to prevent it (as far as practicable under the atmospheric conditions usually prevailing) from escaping into the air of any place in which work is carried on.

Koviloor Acadamy

THE HAZARDOUS OCCUPATIONS (RUBBER) RULES, 1937.

1. *Title and application.*—(*a*) These rules may be called the Hazardous Occupations (Rubber) Rules, 1937.

(*b*) They shall apply to all factories in which the operations specified in rule 2 are carried on.

2. *Declaration of operations as hazardous.*—Work on a rubber mixing machine and the use of any organic solvents in the manufacture of goods containing rubber, are declared to be hazardous operations when carried on in any factory.

3. *Prohibition of the employment of Children.*—No child shall be employed in any factory on any of the operations specified in rule 2.

4. *Exhaust draughts.*—An efficient exhaust draught shall be provided by mechanical means for any process in which an organic solvent is used in the manufacture of goods containing rubber. The draught shall operate on the vapour given off in the process as near as may be at the point of origin, so as to prevent it (as far as practicable under the atmospheric conditions usually prevailing from escaping into the air of any place in which work is carried on.

Koviloor Acadamy

THE HAZARDOUS OCCUPATIONS (AERATED WATERS) RULES, 1937.

1. *Title and application.*—(*a*) These rules may be called the Hazardous Occupations (Aerated Waters) Rules, 1937.

(*b*) They shall apply to all factories in which the manufacture of aerated waters and processes incidental thereto are carried on.

2. *Declaration of operations as hazardous.*—The manufacture of aerated waters and processes incidental thereto are declared to be hazardous operations when carried on in any factory.

3. *Fencing of machines.*—All machines for filling bottles or syphons shall be so constructed, placed or fenced, as to prevent as far as may be practicable a fragment of a bursting bottle or syphon from striking any person employed in the factory.

4. *Face guards and gauntlets.*—(1) The occupier shall provide and maintain in good condition for use of all persons engaged in filling bottles or syphons—

(*a*) suitable face guards to protect the face, neck and throat, and

(*b*) suitable gauntlets for both arms to protect the whole hand and arms.

Provided that—

(i) this rule shall not apply where bottles are filled by means of an automatic machine so constructed that no fragment of a bursting bottle can escape, and

(ii) where a machine is so constructed that only one arm of the bottler at work upon it is exposed to danger, a gauntlet need not be provided for the arm which is not exposed to danger.

(2) The occupier shall provide and maintain in good condition for the use of all persons engaged in corking, crowning, screwing, wiring, foiling, capsuling, sighting, or labelling bottles or syphons—

(*a*) suitable face gaurds to protect the face, neck and throat, and

(*b*) suitable gauntlets for both arms to protect the arm and at least half of the palm and the space between the thumb and forefinger.

5. *Wearing of face guards and gauntlets.*—All persons engaged in any of the processes named in rule 4 shall, while at work in these processes, wear the face gaurds and gauntlets provided in pursuance of these rules.

Koviloor Acadamy

THE HAZARDOUS OPERATIONS (SAND BLASTING) RULES, 1937.

1. *Title and application.*—(*a*) These rules may be called the Hazardous Operations (Sand Blasting) Rules, 1937.

(*b*) They shall apply to all factories in which the operation of sand blasting, as defined in rule 2, is carried on.

2. *Definition.*—In these rules "sand blasting" means the use of a jet of sand, metal shot, grit or other abrasive, propelled by a blast of compressed air or steam.

3. *Declaration of operation as hazardous.*—Sand blasting is declared to be a hazardous operation when carried on in any factory.

4. *Prohibition of the employment of women, adolescents and children.*—No woman, adolescent or child shall be employed in any factory on sand blasting.

5. *Protective clothing.*—(1) No person shall be allowed to perform or to assist at sand blasting in the open air or to work within 30 feet of sand blasting apparatus in operation in the open air, unless he is wearing a suitable protective helmet and gauntlets.

(2) No person shall be allowed to work in or remain in a sand blasting chamber unless he is wearing a suitable protective helmet, overalls and gauntlets, or to insert his arm or hand into the chamber unless he is wearing a suitable gauntlet, while sand blasting is being carried on.

(3) The occupier shall provide and maintain in good condition all helmets, gauntlets and overalls necessary for compliance with sub-rules (1) and (2).

(4) A protective helmet shall not be considered suitable unless it carries the distinguishing mark of the person to whom it is issued and by whom it is intended to be used and is provided with a sufficient supply of pure air for breathing and ventilation, together with suitable arrangements to permit the escape of the expired air.

(5) No person shall wear a protective helmet that has been worn by another person unless and until such protective helmet shall have been thoroughly disinfected.

Koviloor Acadamy

THE HAZARDOUS OCCUPATIONS (MISCELLANEOUS) RULES, 1937.

1. *Title and application.*—(*a*) These rules may be called the Hazardous Occupations (Miscellaneous) Rules, 1937.

(*b*) They shall apply to all factories in which any operation specified in the Schedule is carried on.

2. *Declaration of operations as hazardous.*—The operations specified in the Schedule are declared to be hazardous operations when carried on in any factory.

3. *Prohibition of the employment of children and adolescents.*—(1) No child shall be employed in any factory in any of the operations specified in the Schedule.

(2) No adolescent shall be employed in any factory in any of the operations specified in items 1 to 7 inclusive of the Schedule.

(3) No female adolescent shall be employed in any factory in any of the operations specified in items 8 and 9 of the Schedule.

SCHEDULE.

1. The manufacture or recovery of any of the following :—

(*a*) Carbonates, chromates, chlorates, oxides or hydroxide of potassium, sodium, iron, aluminium, cobalt, nickel, arsenic, antimony, zinc or magnesium.

(*b*) Ammonia and the hydroxide and salts of ammonium.

(*c*) Sulphurous, sulphuric, nitric, hydrochloric, hydrofluoric, hydriodic, hydrosulphuric, boric, phosphoric, arsenious, arsenic, lactic, asetic, oxalic, tartaric or citric acids and their metallic or organic salts, and

(*d*) Cyanogen compounds.

2. A wet process,

(*a*) when carried on for the extraction of metal from ore or from any by-product or residual material ; or

(*b*) in which electrical energy is used in any process of chemical manufacture.

3. The manufacture or production of carbon disulphide or the production or use of hydrogen sulphide.

4. The manufacture of bleaching powder or the production or use of chlorine gas in any process of chemical manufacture.

5. The distillation or use of gas tar or coal tar, or any product or residue of such tars, in any process of chemical manufacture.

6. The utilization of nitric acid in the manufacture of nitro compounds.

Koviloor Acadamy

7. The manufacture of explosives with the use of nitro compounds.

8. Melting and blowing glass and mixing-grinding and sieving glass-making materials.

9. Vitreous enamelling.

10. Handling wool, hair, bristles, hides and skins.

11. Mixing, grinding and sieving ceramic materials in the dry state.

12. Grinding materials for the manufacture of portland cement and burning and grinding cement clinker, in portland cement factories.

13. Mixing and handling yellow orpiment.

Koviloor Acadamy

GOVERNMENT NOTIFICATIONS.

I

DEPARTMENT OF INDUSTRIES AND LABOUR.

(FACTORIES.)

Simla, the 8th August 1935.

No. L.-3050.—In exercise of the powers conferred by section 77 of the Factories Act, 1934 (XXV of 1934) the Governor-General in Council is pleased to make the following rule, the same having been previously published as required by sub-section (1) of section 79 of the said Act, namely :—

RULE.

The manager of every factory shall furnish to the Inspector of Factories or other officer designated by the Local Government in this behalf the following returns, namely :—

(1) On or before the 15th January of each year an annual return in duplicate in the form set forth in the schedule hereto annexed :

Provided that in the case of a factory in which work is carried on only during a certain season or certain seasons of the year, the manager shall, if so required by the Local Government, or, if the Local Government so directs, by the Chief Inspector of Factories, submit the annual return within fifteen days after the close of that season or of the last of those seasons as the case may be.

(2) Before the end of each calendar month, a return giving notice of all the days on which it is intended to close the factory during the next ensuing month. This return shall be submitted whether the factory is or is not working during the calendar month preceding the month to which the return relates :

Provided that the Local Government may dispense with this return in the case of any specified factory or of any class of factories or of the factories in any particular area.

SCHEDULE.

Name of factory $\frac{\text{Year ending 31st December 19 .}}{\text{Season (s) ending 19 .}}$

Name of occupier————————Name of manager————————

1. District.
2. Postal address.
3. Nature of industry.

Koviloor Acadamy

4. *Average number of workers employed daily—
   Men
   Women
   Adolescents
   Male
   Female
   Boys
   Girls
5. Normal hours worked per week—
   Men
   Women
   Children
6. Number of days worked in the year

Page 121.—In the schedule annexed to notification No. I after item 6, *insert* the following item :—

6-A. ** Number of man days lost in the year due to sickness.

(G.O. No. 1987, Development, dated 15th August 1938.)

[I list, 1-4-39]

34 ?
35 ?
36 ?
37 ?
38 ?

11. Was the factory exempted under the second proviso to section 41 (1) ?

12. *Fish-curing and fish canning factories only.*—Was the factory exempted under section 45 (2) ?

---

* The average daily number should be calculated by dividing the aggregate number of attendances on working days by the number of working days in the year. In reckoning attendances, attendances by temporary as well as permanent employees should be counted, and all employees should be included, whether they are employed directly or under contractors. Attendance on separate shifts (e.g., night and day shifts) should be counted separately. Days on which the factory

Page 121.—In the schedule annexed to notification No. I after the first foot-note *insert* the following foot-note :—

** This is the sum total of the number of days lost by each worker, not being a casual worker, in the factory through sickness and should be compiled from the information contained in the records referred to in rule 138-A of the Madras Factories Rules, 1936.

(G.O. No. 1987, Development, dated 15th August 1938.)

[I list, 1-4-39]

Koviloor Acadamy

GOVERNMENT NOTIFICATIONS.

I

DEPARTMENT OF INDUSTRIES AND LABOUR.

(FACTORIES.)

Simla, the 8th August 1935.

No. L.-3050.—In exercise of the powers conferred by section 77 of the Factories Act, 1934 (XXV of 1934) the Governor-General in Council is pleased to make the following rule, the same having been previously published as required by sub-section (1) of section 79 of the said Act, namely :—

RULE.

The manager of every factory shall furnish to the Inspector of Factories or other officer designated by the Local Government in this behalf the following returns, namely :—

(1) On or before the 15th January of each year an annual return in duplicate in the form set forth in the schedule hereto annexed :

Provided that in the case of a factory in which work is carried on only during a certain season or certain seasons of the year, the manager shall, if so required by the Local Government, or, if the Local Government so directs, by the Chief Inspector of Factories, submit the annual return within fifteen days after the close of that season or of the last of those seasons as the case may be.

(2) Before the end of each calendar month, a return giving notice of all the days on which it is intended to close the factory during the next ensuing month. This return shall be submitted whether the factory is or is not working during the calendar month preceding the month to which the return relates :

Provided that the Local Government may dispense with this return in the case of any specified factory or of any class of factories or of the factories in any particular area.

SCHEDULE.

Name of factory $\frac{\text{Year ending 31st December 19}}{\text{Season (s) ending 19}}$.

Name of occupier————————Name of manager————————.

1. District.
2. Postal address.
3. Nature of industry.

Koviloor Acadamy

4. *Average number of workers employed daily—
Men
Women
Adolescents
Male
Female
Boys
Girls

5. Normal hours worked per week—
Men
Women
Children

6. Number of days worked in the year

7. † What rest intervals were given to adults ?

8. Were rest intervals given to children ?

9. Were week days sometimes substituted for Sundays as weekly holidays ?

10. Were the majority of workers exempted from the provisions of sections—
34 ?
35 ?
36 ?
37 ?
38 ?

11. Was the factory exempted under the second proviso to section 41 (1) ?

12. *Fish-curing and fish canning factories only.*—Was the factory exempted under section 45 (2) ?

---

* The average daily number should be calculated by dividing the aggregate number of attendances on working days by the number of working days in the year. In reckoning attendances, attendances by temporary as well as permanent employees should be counted, and all employees should be included, whether they are employed directly or under contractors. Attendance on separate shifts (e.g., night and day shifts) should be counted separately. Days on which the factory was closed, for whatever cause, and days on which the manufacturing processes were not carried on should not be treated as working days.

† Enter 'one hour', 'two half-hours,' 'one half-hour,' or 'none' as the case may be. If none of these categories applied to all the adult employees, enter the category applicable to the majority of adult employees. Where the majority received an interval exceeding one hour, enter 'one hour'.

Page 121.—In the schedule annexed to notification No. I after item 6, *insert* the following item :—

6-A. ** Number of man days lost in the year due to sickness.

(G.O. No. 1987, Development, dated 15th August 1938.)

[I list, 1-4-39]

Page 121.—In the schedule annexed to notification No. I after the first foot-note *insert* the following foot-note :—

** This is the sum total of the number of days lost by each worker, not being a casual worker, in the factory through sickness and should be compiled from the information contained in the records referred to in rule 138-A of the Madras Factories Rules, 1936.

(G.O. No. 1987, Development, dated 15th August 1938.)

[I list, 1-4-39]

Koviloor Acadamy

II

No. 406, *page* 1595, *Part I of the* Fort St. George Gazette, *dated 3rd December* 1935.

In exercise of the powers conferred by sub-section (6) of section 10 of the Factories Act, 1934 (XXV of 1934), and in supersession of Development Department Notification No. 306, dated the 13th August 1931, published at page 1112 of Part I of the *Fort St. George Gazette*, dated the 1st September 1931, as subsequently amended, the Governor in Council is hereby pleased to declare that the Inspectors of Factories appointed, or deemed to have been appointed, under sub-section (1) of section 10 of the said Act for the circles specified in the first column of the schedule below comprising the areas specified in the corresponding entry in the second column thereof shall within their respective circles exercise the powers of the Inspector under the said Act subject to the following exceptions :—

Exceptions.

(1) Power to suspend the operation of any order given by the Inspector of the I, II, III, IV or V Circle shall be exercised by the Chief Inspector.

(2) Powers to sanction prosecutions under sub-section (1) of section 74 of the said Act shall be exercised by the District Magistrate concerned as the Inspector of Factories within his jurisdiction.

SCHEDULE.

Name of the circle.	Areas comprised in the circle.
(1)	(2)
I	Districts of Madras-Chingleput, Anantapur, Bellary, Cuddapah, North Arcot and Chittoor and the Kollegal division of the Coimbatore district.
II	Districts of Ganjam, Vizagapatam, East Godavari and West Godavari.
III	Districts of Kistna, Guntur, Nellore and Kurnool.
IV	Districts of South Kanara, Malabar, the Nilgiris and Coimbatore (excluding Kollegal division).

9

Page 122.—*Substitute* the following to the existing notification No. 407 :—

In exercise of the powers conferred by sub-section (1) of section 10 of the Factories Act, 1934 (XXV of 1934) and in supersession of Development Department Notification No. 407, dated the 25th November 1935, published at page 1596 of Part I of the *Fort St. George Gazette*, dated the 3rd December 1935, the Government of Madras are hereby pleased to invest the Assistant Inspector of Factories in charge of the VI Circle, Bellary, with all the powers of an Inspector under the said Act.

(G.O. Ms. No. 242, Development, dated 27th January 1939.)

[I list, 1–4–39]

Koviloor Acadamy

IV

Government Memorandum No. 1007-*I*/34-8, *Development, dated* 1*st April* 1936, *to the Commissioner of Labour, Madras.*

Under section 16 of the Factories Act, 1934 (XXV of 1934), the Governor in Council hereby authorises the officers mentioned below who have been appointed as Additional Inspectors of Factories under the said Act to exercise the powers referred to in that section in the matter of specifying the measures to be adopted to ensure that the cooling properties of air in any factory are sufficient to secure workers against injury to health or serious discomfort :—

(1) Director of Public Health,

(2) Assistant Directors of Public Health,

(3) District Health Officers.

(4) Assistant District Health Officers,

(5) Municipal Health Officers,

(6) Rural Sanitation Officers,

(7) Rural Sanitation Health Officers,

(8) Health Officer, Corporation of Madras and

(9) Assistant Health Officers, Corporation of Madras.

V

No. 515, *page* 921, *dated* 21*st June* 1938.

In exercise of the powers conferred by sub-sections (5) and (6) of section 10 of the Factories Act, 1934 (XXV of 1934), and in supersession of the Development Department Notification No. 644, dated the 14th December 1936, published at page 1766 of Part I of the *Fort St. George Gazette*, dated the 22nd December 1936, the Government of Madras are hereby pleased to appoint the public officers specified in the first column of the schedule below to be additional Inspectors for the purposes of the said Act within the local limits of their respective jurisdiction and to declare—

(i) that every such additional Inspector shall have power to enter any place within the local limits of his jurisdiction which is used as a factory and to examine the premises and registers and do such other act as may be necessary for the purpose of satisfying himself that the provisions of the sections of the said Act specified against his name in the corresponding entry in the second column of the said schedule are being duly observed ; and

Koviloor Acadamy

(ii) that all notices under the said Act shall be submitted by the manager or occupier of a factory to the Inspector appointed under sub-section (1) of section 10 of the said Act, except notices under section 30 of the said Act which shall be submitted in accordance with rules 25 to 29 of the Madras Factories Rules, 1936 ;—

SCHEDULE.

	Designation of public officers. (1)	Sections of the Act. (2)
1	Subdivisional Magistrates	34 to 39, 41, 42, 45, 51 and 53 to 56.
2	Director of Public Health .. .. .. Assistant Directors of Public Health .. District Health Officers .. .. .. Assistant District Health Officers .. Municipal Health Officers .. .. .. Rural Sanitation Officers .. .. Rural Sanitation Health Officers .. Health Officer and Assistant Health Officers .. Corporation of Madras.	12 (2), 13 to 15, 17 to 22, 23 (1) and (3), 24 (1) and (3), 27 (1), 28, 29, 34 to 39, 41, 42, 45, 49 to 51 and 53 to 58.
3	Commissioners of Municipalities where there are no Health Officers	12 (2), 13, 17 to 22, 23, (1) and (3), 24 (1) and (3), 27 (1), 28, 29, 34 to 39, 41, 42, 45, 49 to 51 and 53 to 57.

VI

No. 645, *page* 1766, *dated* 22*nd December* 1936.

In exercise of the powers conferred by sub-section (5) of section 10 of the Factories Act, 1934 (XXV of 1934), and in supersession of Judicial Department Notification No. 504, dated the 6th August 1912, published at page 778 of Part I of the *Fort St. George Gazette*, dated the 6th August 1912, the Governor in Council is hereby pleased to appoint the Commissioner of Police, Madras, to be an additional Inspector for the purposes of the said Act within the limits of the City of Madras.

VII

No. 646, *page* 1766, *dated* 22*nd December* 1936.

In exercise of the powers conferred by sub-section (6) of section 10 of the Factories Act, 1934 (XXV of 1934), the Governor in Council is hereby pleased to declare—

(i) that the District Magistrates within the limits of their respective jurisdiction and the Commissioner of Police within the limits of the City of Madras shall exercise all the powers of an Inspector under the said Act, and

Koviloor Acadamy

(ii) that such District Magistrates and Commissioner of Police shall not ordinarily exercise the powers of an Inspector under sections 14, 15, 18, 23, 24, 25 and 26 of the said Act, or exercise the powers of an Inspector under section 16 of the Act, but may take such measures as are necessary to ensure that any orders issued by any Inspector appointed under sub-section (1) of section 10 of the said Act under any of the said sections are duly observed.

VIII

No. 647, *page* 1766, *dated* 22*nd December* 1936.

In exercise of the powers conferred by sub-section (5) of section 10 of the Factories Act, 1934 (XXV of 1934), and in supersession of Development Department Notification No. 355, dated the 5th October 1934, published at page 1845 of Part I of the *Fort St. George Gazette*, dated the 16th October 1934, the Governor in Council is hereby pleased to appoint the District Medical Officer, Vizagapatam, as an additional Inspector of Factories for all the purposes of the said Act in respect of the partially excluded areas in the Vizagapatam district.

IX

No. 648, *page* 1766, *dated* 22*nd December* 1936.

In exercise of the powers conferred by sub-sections (5) and (6) of section 10 of the Factories Act, 1934 (XXV of 1934), and in supersession of the notifications noted below the Governor in Council is hereby pleased to appoint the public officers specified in the first column of the schedule below to be additional Inspectors for the purposes of the said Act specified in the corresponding entry in the third column within the limits of the factories specified in the corresponding entry in the second column and to declare that the Inspectors to whom factories situated within the limits specified in the second column should send the notices under the said Act, shall be that specified in the corresponding entry in the fourth column subject to the exception that notices under section 30 of the said Act shall be submitted in accordance with rules 25 to 29 of the Madras Factories Rules, 1936.

Development Department Notification.		Part I of the *Fort St. George Gazette*.	
No.	Date.	Date.	Page.
290	2nd November 1923 ..	6th November 1923 ..	1255
75	21st February 1924 ..	26th February 1924 ..	75

Koviloor Acadamy

SCHEDULE.

Designation of officer.	*Limits.*	*Powers to be exercised.*	*Inspectors to whom notices are to be sent.*
1 Medical Officer, Central Jail, Coimbatore.	Factory attached to the Central Jail, Coimbatore.	All powers of an Inspector under the Factories Act, 1934, and the rules made there under, excepting those relating to the enforcement of the provisions regarding fencing and guarding of machinery which will be continued to be exercised by the Inspector, Fourth Circle, Coimbatore.	Inspector, of Factories Fourth Circle, Coimbatore.
2. Superintendent of Prisons, Madras.	Printing Press attached to the Madras Penitentiary.	All the powers of an Inspector under the Factories Act, 1934 and the rules made there under, excepting those relating to the enforcement of the provisions regarding fencing and guarding of machinery which will be continued to be exercised by the Inspector, First Circle, Madras.	Inspector of Factories, First Circle, Madras.

X

No. 649, *page* 1766, *dated* 22*nd December* 1936.

In exercise of the powers conferred by sub-section (6) of section 10 of the Factories Act (XXV of 1934), and in supersession of Development Department Notification No. 406, dated the 25th November 1935, at pages 1595–96 of Part I of the *Fort St. George Gazette*, dated the 3rd December 1935, the Governor in Council is hereby pleased to declare that Inspectors of Factories appointed under sub-section (1) of section 10 of the said Act for the circles specified in the first column of the schedule below comprising the areas specified in the corresponding entry in the second column thereof shall within their respective circles exercise the powers of an Inspector under the said Act subject to the following exceptions :—

Exceptions.

(1) Power to exempt any factory from the provisions of section 20 of the said Act shall be exercised by the Chief Inspector of Factories.

(2) Power to suspend the operation of any order given by the Inspector and refer it to the authority to whom the Inspector is officially subordinate shall be exercised by the Chief Inspector.

(3) Power to sanction prosecutions under sub-section (1) of section 74 of the said Act shall be exercised by the District Magistrate concerned as the Inspector of Factories within his jurisdiction and by the Commissioner of Police as Inspector within the City of Madras.

SCHEDULE.

Name of Circle.	Areas comprised in the circle.
I	Districts of Madras, Chingleput, Anantapur, Bellary, Cuddapah, North Arcot, Chittoor and the Kollegal division of the Coimbatore district.
II	Districts of Vizagapatam, East Godavari and West Godavari.
III	Districts of Kistna, Guntur, Nellore and Kurnool.
IV	Districts of South Kanara, Malabar, the Nilgiris and Coimbatore (excluding the Kollegal division).
V	Districts of South Arcot, Tanjore, Trichinopoly, Madura, Ramnad, Tinnevelly and Salem.

Koviloor Acadamy

Page 126.—*Substitute* the following *for* the existing notification No. 649 :—

In exercise of the powers conferred by sub-section (6) of section 10 of the Factories Act, 1934 (XXV of 1934), and in supersession of Development Department Notification No. 649, dated the 14th December 1936, published at pages 1766-67 of Part I of the *Fort St. George Gazette*, dated the 22nd December 1936, the Government of Madras are hereby pleased to declare that Inspectors of Factories and Assistant Inspectors of Factories in charge of circles appointed under sub-section (1) of section 10 of the said Act for the circles specified in the first column of the Schedule below comprising the areas specified in the corresponding entry in the second column thereof shall within their respective circles exercise the powers of an Inspector under the said Act subject to the following exceptions :—

(1) Power to suspend the operation of an order given by the Inspector and refer it to the authority to whom the Inspector is officially subordinate shall be exercised by the Chief Inspector, and

(2) Power to sanction prosecutions under sub-section (1) of section 74 of the said Act shall be exercised by the District Magistrate concerned as the Inspector of Factories within his jurisdiction and by the Commissioner of Police as Inspector within the City of Madras.

SCHEDULE.

Circle.	Areas comprised in the circle.
(1)	(2)
I	Districts of Madras and Chingleput.
II	Districts of Vizagapatam, East Godavari and West Godavari.
III	Districts of Kistna, Guntur, Nellore and Kurnool.
IV	Districts of South Kanara, Malabar, the Nilgiris and Coimbatore (excluding the Kollegal Division).
V	Districts of South Arcot, Tanjore, Trichinopoly, Madura, Ramnad, Tinnevelly and Salem.
VI	Districts of Bellary, Anantapur, Cuddapah, North Arcot and Chittoor and the Kollegal Division of Coimbatore district.

NOTE.—The Personal and Technical Assistant to the Chief Inspector of Factories who is in direct charge of the Circle will also have supervisory control over the factories in VI Circle.

(G.O. Ms. No. 242, Development, dated 27th January 1939.)

[I list, 1-4-39]

Koviloor Acadamy

XI

No. 650, *page* 1767, *dated* 22*nd December* 1936.

In exercise of the powers conferred by sub-section (7) of section 10 of the Factories Act, 1934 (XXV of 1934), and in supersession of Development Department Notification No. 127, dated the 29th March 1934, published at page 739 of Part I of the *Fort St. George Gazette*, dated 3rd April 1934, the Governor in Council is hereby pleased to declare that every Inspector, including the Assistant Inspector of Factories shall be officially subordinate to the Chief Inspector.

XII

No. 651, *page* 1767, *dated* 22*nd December* 1936.

In exercise of the powers conferred by sub-section (2) of section 10 of the Factories Act, 1934 (XXV of 1934), and in supersession of Development Department Notification No. 126, dated the 29th March 1934, published at page 739 of Part I of the *Fort St. George Gazette*, dated the 3rd April 1934, the Governor in Council is hereby pleased to appoint the Commissioner of Labour to be the Chief Inspector of Factories under the said Act.

XIII

No. 652, *page* 1767, *dated* 22*nd December* 1936.

In exercise of the powers conferred by sub-section (2) of section 27 of the Factories Act, 1934 (XXV of 1934), the Governor in Council is hereby pleased to prohibit in the classes of factories specified in the first column of the schedule below the cleaning or oiling by any persons of the parts of machinery specified in the corresponding entry in the second column thereof when such parts are in motion under power :—

SCHEDULE.

Class of factories.	Parts of machinery the cleaning or oiling of which is prohibited.
(1)	(2)
Brick and tile works	Rollers of the pug mill.
Rice mills	Cylinders of hullers.
Coffee factories	Discharge shoots of coffee grinders.
Flour mills	Discharge shoots of machines.
Condiment works	Discharge shoots of disintegrator.
Jute mills	Overhead shafts, underground shafts and belts.
Cotton ginning factories ..	Overhead shafts, underground shafts and belts.
Cotton spinning and weaving mills.	Overhead shafts, underground shafts and belts.

NOTE.—The term 'shafts' shall include the 'bearings' on them.

Koviloor Acadamy

XIV

No. 21, *page* 44, *dated* 12*th January* 1937.

In exercise of the powers conferred by sub-section (5) of section 10 of the Factories Act, 1934 (XXV of 1934), the Governor in Council is hereby pleased to appoint the Principal of the College of Engineering, Guindy, as an Additional Inspector of Factories for all the purposes of the said Act, in respect of the workshop attached to the said College, which is a factory within the meaning of the said Act.

Whereas the Governor in Council is satisfied that the conditions of work in the workshop attached to the College of Engineering, Guindy, which is a factory within the meaning of the Factories Act, 1934 (XXV of 1934), are such that there is no appreciable risk of contravention of the provisions of Chapter IV of the said Act;

Now therefore the Governor in Council, in exercise of the powers conferred on him by the second proviso to sub-section (1) of section 41 of the said Act, is hereby pleased to exempt the workshop from the provisions of the said section 41.

XV

No. 608, *page* 1086, *dated* 26*th July* 1938.

In exercise of the powers conferred by sub-sections (1) and (2) of section 5 of the Factories Act, 1934 (XXV of 1934), and in supersession of the marginally-noted notifications, the Government of Madras are hereby pleased to declare the classe of places in the Province of Madras specified in the first column of the schedule hereto annexed, wherein on any one day of the twelve months preceding the date of this notification the number of workers mentioned against them in the second column of the said schedule was employed, to be factories for the purposes of the provisions of the said act, specified against them in the third column thereof.

Development Department Notification.		Published in the *Fort St. George Gazette*, Part I.	
No.	Date.	Page.	Date.
130 ..	17–2–1937	356 ..	23–2–1937.
436 ..	14–6–1937	1198 ..	22–6–1937.
486 ..	7–7–1937	1284 ..	13–7–1937.

Schedule.

Classes of places.	Number of workers employed.	Provisions of the Act for the purposes of which the places are factories.
(1)	(2)	(3)
All places wherein the process of manufacturing of beedies is carried on without the aid of power.	20 or more.	Sections 2, 3, 9 to 14, 16 to 23, 25, 26, 30 to 32, 50 to 77 and 81.
All places where in the process of groundnut decorticating is carried on with the aid of power.	10 or more.	The whole Act.
All places wherein the process of manufacturing matches is carried on with or without the aid of power.	Do.	Sections 2, 3, 9 to 14 16 to 23, 25, 26, 30 to 32, 34 to 77 and 81.

Koviloor Acadamy

XVI

No. 295, *page* 874, *dated* 16*th June* 1936.

Whereas the Governor in Council is satisfied that the conditions of work in workshops attached to industrial or technical schools in the Presidency of Madras which are recognized or managed by the Department of Industries and are factories within the meaning of the Factories Act, 1934 (XXV of 1934), are such that there is no appreciable risk of contravention of the provisions of Chapter IV of the said Act.

Now therefore the Governor in Council in exercise of the power conferred on him by the second proviso to sub-section (1) of section 41 of the said Act, is hereby pleased to exempt all such workshops from the provisions of the said section 41.

XVII

Factories Act—Section 50 (1)—*Appellate authority—Appointed.*

Under section 50 (1) of the Indian Factories Act, 1911, as subsequently amended, the Government are pleased to appoint the Chief Inspector of Factories to be the appellate authority for the purposes of hearing appeals from the orders passed by the Inspectors of Factories in charge of circles.

2. Appeals from original orders passed by the Chief Inspector of Factories in his capacity as an Inspector of Factories, shall however lie to Government.

(G.O. Ms. No. 1627, Development, dated 28th November 1934).

XVIII

CERTIFYING SURGEONS UNDER THE ACT.

District.	Jurisdiction.	Certifying Surgeon.
Vizagapatam ..	1 Deputy Tahsildar's division of Bimilipatam.	Medical Officer, Bimilipatam.
	2 Local area covered by Parvatipuram town and Belgaum Zamindari.	Medical Officer in charg- of Government Hose pital, Parvatipuram.
	3 Portions of the Agency tracts over which neither the District Health Officer nor the District Medical Officer has jurisdiction.	Vizagapatam Agency Surgeon, Koraput.
	4 Bobbili taluk	Medical Officer, Local Fund Hospital, Bobbili.
	Vizianagram taluk ..	Medical Officer, Vizianagram.

Koviloor Acadamy

District.		Jurisdiction.	Certifying Surgeon.
East Godavari	..	1 Rajahmundry Municipality and Dowlaishwaram Town.	Civil Assistant Surgeon, Government Hospital, Rajahmundry.
		2 Samalkot, Peddapuram and all villages within a radius of 4 miles.	Medical Officer, Peddapuram.
		3 Pandalapaka, Tossipudi, Tapeswaram, Balabhadrapuram and Anaparty in Ramachandrapuram taluk and Gollalamamidada in Cocanada taluk.	Medical Officer, Local Fund Dispensary, Bikkavolu.
West Godavari	..	1 Tadepalligudem taluk ..	Medical Officer, Pentapad,
		2 Nidadavole Panchayat area and places within a radius of 5 miles from Nidadavole.	Medical Officer, Nidadavole.
		3 Narasapur taluk	Medical Officer, Narasapur.
		4 Tanuku taluk..	Medical Officer, Tanuku.
Kistna	.. ..	1 Jaggayapet Panchayat ..	Medical Officer, Jaggayapet.
		2 Gudivada taluk	Medical Officer, Gudivada.
		3 Kanchincherla and Nandigama.	Medical Officer, Nandigama
		4 Bezwada taluk	Medical Officer, Bezwada.
		5 Gudur-Waltair, Guntur-Repalle, Bezwada-Nidadavole via Gudivada, Bezwada-Masulipatam, Bhimavaram-Narasapur, Samalkot-Kotipalli via Cocanada.	District Medical Officer, M. & S.M. Ry., Bezwada.
Guntur	.. ..	1 Ponnur and Nidubrolu in Bapatla taluk.	Medical Officer, Local Fund Dispensary, Ponnur.
		2 Satenapalli taluk	Medical Officer, Local Fund Hospital, Satenapalli.
		3 Tenali taluk	Medical Officer, Tenali.
		4 Ongole taluk	Medical Officer, Ongole.
		5 Chirala Municipality.. ..	Medical Officer, Chirala.
		6 Deputy Tahsildar's Division of Mangalagiri.	Medical Officer, Local Fund Dispensary, Mangalagiri.
Chittoor	.. ..	Kalahasti taluk	Medical Officer in charge of Rajah's Government Hospital, Kalahasti.
Bellary	.. ..	Adoni Municipality	Medical Officer, Adoni.
South Kanara	..	1 Udipi taluk	Medical Officer, Udipi.
		2 Kasaragod taluk	Medical Officer, Kasaragod.
		3 Coondapoor taluk	Medical Officer in charge of Government Hospital, Coondapoor.
Malabar	.. ..	1 Kottayam taluk including Tellicherry Municipality.	Civil Surgeon, Tellicherry.
		2 Chirakkal taluk including Cannanore Municipality.	Medical Officer, Cannanore.
		3 Ottapalam sub-taluk, Walluvanad taluk.	Medical Officer in charge of Ottapalam Dispensary.
		4 Palghat taluk including Palghat Municipality.	Medical Officer, Palghat.
		5 Deputy Tahsildar's Division of Wynad taluk...	Sub-Assistant Surgeon, Vayittiri.
		6 Walluvanad taluk	Sub-Assistant Surgeon, Local Fund Dispensary, Cherpalacherry.
		7 Cochin taluk including Cochin Municipality.	Civil Surgeon, Cochin.

Koviloor Acadamy

District.	Jurisdiction.	Certifying Surgeon.
Malabar—*cont.*	8 Poynani taluk	Medical Officer in charge of Government Hospital, Ponnani.
Malabar ..	10. Kerala-Calicut Estates Ltd., and the Arthala Estate.	Sub-Assistant Surgeon, Local Fund Dispensary, Kalikavu, Ernad Taluk.

(G.O. Ms. No. 310, Development, dated 6th February 1939.)

		ment Hospital, Gudalur.
Coimbatore ..	1 Tiruppur Municipality ..	Medical Officer, Tiruppur.
	2 Kollegal taluk	Medical Officer, Government Hospital, Kollegal.
	3 The area within a radius of six miles from Sulur in Palladam taluk and for the Combodia Mills, Limited, Urugur village, Singanallur post.	Sub-Assistant Surgeon, Local Fund Dispensary, Sulur.
	4 Udamalpet Municipality ..	Sub-Assistant Surgeon, Municipal Hospital, Udamalpet.
	5 Pollachi Municipality ..	Civil Assistant Surgeon, Government Hospital, Pollachi.
Chingleput.. ..	1 Saidapet taluk	Medical Officer, Saidapet.
	2 Royapuram - Bangalore City, Royapuram - Gudur.	District Medical Officer, M. & S.M. Ry., Perambur.
Tanjore	1 Tiruvarur municipality, Mangudi, Vettar and Thirunellikaval villages.	Medical Officer, Tiruvarur.
	2 Nidamangalam panchayat ..	Medical Officer, Nidamangalam.
	3 Mannargudi municipality ..	Medical Officer, Mannargudi.
	4 Keela Ohai and Koradacherry villages.	Medical Officer, Kodavasal.
	5 Peralam, Punthottam and Manganallur villages.	Medical Officer, Peralam.
	6 Kuttalam panchayat, Villianallur, Anjaravathalai and Narasinganpettai villages.	Medical Officer, Kuttalam.
	7 Kumbakonam municipality, Aduthurai, Sundaraperumalkoil and Tipparajapuram villages.	Medical Officer, Kumbakonam.
	8 Ayyampet panchayat including Valattur village.	Medical Officer, Ayyampet.
	9 Shiyali taluk	Medical Officer, Shiyali.
Ramnad ..	4. Elayarampannai and Pudusurangudi villages.	Medical Officer in charge of District Board Dispensary, Elayarampannai.

(G.O. Ms. No. 334, Development, dated 8th February 1939.)

..	5. Sattur Panchayat area and Venkatachellapuram village.	Medical Officer, Local Fund Hospital, Sattur.

(G.O. Ms. No. 344, Development, dated 8th February 1939.)

Koviloor Acadamy

District.	Jurisdiction.	Certifying Surgeon.
East Godavari ..	1 Rajahmundry Municipality and Dowlaishwaram Town.	Civil Assistant Surgeon, Government Hospital, Rajahmundry.
	2 Samalkot, Peddapuram and all villages within a radius of 4 miles.	Medical Officer, Peddapuram.
	3 Pandalapaka, Tossipudi, Tapeswaram, Balabhadrapuram and Anaparty in Ramachandrapuram taluk and Gollalamamidada in Cocanada taluk.	Medical Officer, Local Fund Dispensary, Bikkavolu.
West Godavari ..	1 Tadepalligudem taluk ..	Medical Officer, Pentapad,
	2 Nidadavole Panchayat area and places within a radius of 5 miles from Nidadavole.	Medical Officer, Nidadavole.
	3 Narasapur taluk	Medical Officer, Narasapur.
	4 Tanuku taluk..	Medical Officer, Tanuku.
Kistna	1 Jaggayapet Panchayat ..	Medical Officer, Jaggayapet.
	2 Gudivada taluk	Medical Officer, Gudivada.
	3 Kanchincherla and Nandigama.	Medical Officer, Nandigama
	4 Bezwada taluk	Medical Officer, Bezwada.
	5 Gudur-Waltair, Guntur-Repalle, Bezwada-Nidadavole via Gudivada, Bezwada-Masulipatam, Bhimavaram-Narasapur, Samalkot-Kotipalli via Cocanada.	District Medical Officer, M. & S.M. Ry., Bezwada.
Guntur	1 Ponnur and Nidubrolu in Bapatla taluk.	Medical Officer, Local Fund Dispensary, Ponnur.
	2 Satenapalli taluk	Medical Officer, Local Fund Hospital, Satenapalli.
	3 Tenali taluk	Medical Officer, Tenali.
	4 Ongole taluk	Medical Officer, Ongole.
	5 Chirala Municipality.. ..	Medical Officer, Chirala.
	6 Deputy Tahsildar's Division of Mangalagiri.	Medical Officer, Local Fund Dispensary, Mangalagiri.
Chittoor	Kalahasti taluk	Medical Officer in charge of Rajah's Government Hospital, Kalahasti.
Bellary	Adoni Municipality	Medical Officer, Adoni.
South Kanara ..	1 Udipi taluk	Medical Officer, Udipi.
	2 Kasaragod taluk	Medical Officer, Kasaragod.
	3 Coondapoor taluk	Medical Officer in charge of Government Hospital, Coondapoor.
Malabar	1 Kottayam taluk including Tellicherry Municipality.	Civil Surgeon, Tellicherry.
	2 Chirakkal taluk including Cannanore Municipality.	Medical Officer, Cannanore.
	3 Ottapalam sub-taluk, Walluvanad taluk.	Medical Officer in charge of Ottapalam Dispensary.
	4 Palghat taluk including Palghat Municipality.	Medical Officer, Palghat.
	5 Deputy Tahsildar's Division of Wynad taluk...	Sub-Assistant Surgeon, Vayittiri.
	6 Walluvanad taluk	Sub-Assistant Surgeon, Local Fund Dispensary, Cherpalacherry.
	7 Cochin taluk including Cochin Municipality.	Civil Surgeon, Cochin.

Koviloor Acadamy

District.	Jurisdiction.	Certifying Surgeon.
Malabar—*cont.*	8 Poynani taluk	Medical Officer in charge of Government Hospital, Ponnani.
	9 Manantoddy village and its suburbs within a radius of ten miles,	Medical Officer in charge of Government Hospital, Manantoddy.
The Nilgiris ..	1 Cordite Factory at Aruvankadu.	Assistant Surgeon in submedical charge of the Cordite Factory.
	2 Gudalur taluk	Medical Officer, Government Hospital, Gudalur.
Coimbatore ..	1 Tiruppur Municipality ..	Medical Officer, Tiruppur.
	2 Kollegal taluk	Medical Officer, Government Hospital, Kollegal.
	3 The area within a radius of six miles from Sulur in Palladam taluk and for the Combodia Mills, Limited, Urugur village, Singanallur post.	Sub-Assistant Surgeon, Local Fund Dispensary, Sulur.
	4 Udamalpet Municipality ..	Sub-Assistant Surgeon, Municipal Hospital, Udamalpet.
	5 Pollachi Municipality ..	Civil Assistant Surgeon, Government Hospital, Pollachi.
Chingleput.. ..	1 Saidapet taluk	Medical Officer, Saidapet.
	2 Royapuram - Bangalore City, Royapuram - Gudur.	District Medical Officer, M. & S.M. Ry., Perambur.
Tanjore	1 Tiruvarur municipality, Mangudi, Vettar and Thirunellikaval villages.	Medical Officer, Tiruvarur.
	2 Nidamangalam panchayat ..	Medical Officer, Nidamangalam.
	3 Mannargudi municipality ..	Medical Officer, Mannargudi.
	4 Keela Ohai and Koradacherry villages.	Medical Officer, Kodavasal.
	5 Peralam, Punthottam and Manganallur villages.	Medical Officer, Peralam.
	6 Kuttalam panchayat, Villianallur, Anjaravathalai and Narasinganpettai villages.	Medical Officer, Kuttalam.
	7 Kumbakonam municipality, Aduthurai, Sundaraperumalkoil and Tipparajapuram villages.	Medical Officer, Kumbakonam.
	8 Ayyampet panchayat including Valattur village.	Medical Officer, Ayyampet.
	9 Shiyali taluk	Medical Officer, Shiyali.
Ramnad	1 Sattur panchayat	Medical Officer, Sattur.
	2 Virudunagar municipality.	Medical Officer, Virudunagar.
	3 Sivakasi municipality ..	Sub-Assistant Surgeon in charge of the Government Police Force Dispensary, Sivakasi.
Madura	1 Dindigul municipality ..	Civil Assistant Surgeon, Government Hospital, Dindigul.
	2 Tirumangalam town ..	Medical Officer in charge of Local Fund Hospital at Tirumangalam.
	3 Palni taluk	Civil Assistant Surgeon, Government Hospital, Palni.
Ramnad ..	4. Elayarampannai and Pudusurangudi villages.	Medical Officer in charge of District Board Dispensary, Elayarampannai.

(G.O. Ms. No. 334, Development, dated 8th February 1939.)

..	5. Sattur Panchayat area and Venkatachellapuram village.	Medical Officer, Local Fund Hospital, Sattur.

(G.O. Ms. No. 344, Development, dated 8th February 1939.)

[I list, 1-4-39]

Malabar ..	10. Kerala-Calicut Estates Ltd., and the Arthala Estate.	Sub-Assistant Surgeon, Local Fund Dispensary, Kalikavu, Ernad Taluk.

(G.O. Ms. No. 310, Development, dated 6th February 1939.)

Koviloor Acadamy

District.		Jurisdiction.	Certifying Surgeon.
Tinnevelly	..	1 Kovilpatti Panchayat, Kadambur village, Kalugumalai, Kasturirangapuram and Nallatinpudur.	Sub-Assistant Surgeon, Kovilpatti.
		2 Vilatikulam and Nagalapuram villages and Pudur.	Sub-Assistant Surgeon, Vilathikulam.
		3 Ettiyapuram Panchayat and Pithapuram, hamlet of Ellamanattam village, Vembur, Keela Eral, Eppodu Vendran and Kalugusalipuram.	Sub-Assistant Surgeon, Ettiyapuram.
		4 Sankarankoil, Karivalam Vandanallur and Chennikulam.	Sub-Assistant Surgeon, Sankarankoil.
		5 Alwartirunagari	Sub-Assistant Surgeon Alwartirunagari.
		6 Mukkudal	Sub-Assistant Surgeon, Shermadevi.
		7 Kadayanallur	Sub-Assistant Surgeon, Kadayanallur.
		8 Savarimangalam, Maniachi and Ottanattam.	Sub-Assistant Surgeon, Ottapidaram.
		9 Tatchanallur	Medical Officer, Municipal Hospital, Tinnevelly.
		10 Tuticorin Municipality ..	Civil Assistant Surgeon, Tuticorin.
		11 Papanasam including Adivaram, hamlet of Aladiyur village and Sankulam.	Civil Assistant Surgeon, Ambasamudram.
South Arcot	..	Nellikuppam panchayat ..	Medical Officer, Nellikuppam.
Anantapur	..	Arkonam (etc.) - Raichur (inc.), Guntakal-Bezwada (etc.), Renigunta - Gudur, Katpadi-Renigunta, Pakala-Bangalore City (inc.) via Dharmavaram.	District Medical Officer, M. & S.M.Ry., Guntakal.
Trichinopoly	..	1 Jurisdiction over the entire S.I.Ry. system.	Chief Medical Officer.
		2 Madras to Golden Rock (exclusive) with Arkonam, Katpadi, Pondicherry, Arantangi, Karaikkal, Mannargudi, Agastiyampalli, Nagore, Cuddalore to Salem town (exclusive) Villupuram to Golden Rock (exclusive) and Mayavaram-Tranquebar branches.	District Medical Officer, Northern District.
		3 Trichinopoly Fort to Trichinopoly Junction and Trichinopoly Junction to Golden Rock (inclusive).	District Medical Officer. Central District.
		4 Trichinopoly Junction (exclusive) to Dhanushkodi, Madura Junction to Trivandrum Central, Virudunagar Junction to Tuticorin, Maniyachi Junction to Tenkasi Junction, Tiruchendur, Pamban-Rameswaram and Madura-Bodinayakanur branches, Dindigul Junction to Podanur Junction (exclusive), Trichinopoly Junction (exclusive) to Manamadurai Junction and Pollachi Junction to Palghat (inclusive).	District Medical Officer, Southern District.

Koviloor Acadamy

District.		Jurisdiction.	Certifying Surgeon.
Trichinopoly—*cont.*	5	Trichinopoly Fort (exclusive) to Erode Junction, Jalarpet Junction to Mangalore, Krishnagiri, Hosur and Mettupalaiyam branches, Nilgiri Railway, Cochin State Railway (Shoranur Junction to Ernakulam), Olavakkot Junction to Palghat (exclusive) Shoranur Junction to Nilambur Road, Salem Junction to Mettur Dam and Salem Junction to Salem town (inclusive).	District Medical Officer, Western District.
	6	Illupur	Medical Officer in charge of the Local Fund Dispensary, Illupur.
	7	Karur taluk	Medical Officer in charge of the Government Hospital, Karur.
Salem	1	Mettur Town area	Medical Officer in charge of the Hospital at Mettur.
	2	Tiruchengode town area ..	Sub-Assistant Surgeon, in charge of Government Hospital, Tiruchengode.
Within the districts.		All factories other than those specified above.	The District Medical Officer.
City of Madras ..	1	First and second districts in the City of Madras.	Presidency Surgeon of the First District.
	2	Third and Fourth Districts in the City of Madras.	Presidency Surgeon of the Fourth District.

District.		Jurisdiction.	Certifying Surgeon.
Trichinopoly ..	8.	Rajapalayam and Samusayapuram Panchayat Board.	Sub-Assistant Surgeon, Local Fund Hospital, Rajapalayam.

(G.O. Ms. No. 2489, Development, dated 7th October 1938.)

Koviloor Acadamy

THE MADRAS MATERNITY BENEFIT ACT, 1934
(MADRAS ACT VI OF 1935).

(As modified up to the 25th November 1937.)

CONTENTS.

SECTION.

1. Short title.
2. Commencement and extent.
3. Definitions.
4. Prohibition of employment of women in factories immediately after confinement.
5. Right to maternity benefit of women workers in non-seasonal factories.
6. Notice of claim of maternity benefit and payment thereof.
7. Payment of maternity benefit in case of claimant's death.
8. Prohibition of notice of dismissal to woman worker in certain cases.
9. Forfeiture of maternity benefit.
10. Penalty for contravention of Act by employer.
11. Jurisdiction of Courts.
12. Period of limitation for prosecutions under Act.
13. Rules.
14. Copy of Act and Rules to be exhibited in factories employing women.

Koviloor Acadamy

THE MADRAS MATERNITY BENEFIT ACT, 1934 (MADRAS ACT VI OF 1935).

(As modified up to the 25th November 1937.)

PASSED BY THE LEGISLATIVE COUNCIL OF MADRAS.

[Received the assent of the Governor on the 25th January 1935, and that of the Governor-General on the 24th February 1935 : was first published in the *Fort St. George Gazette*, dated the 19th March 1935.]

An Act to prevent the employment of women in factories for some time before and some time after confinement and to provide for payment of maternity benefit to them.

WHEREAS it is expedient to prevent the employment of women in factories for some time before and some time after confinement and to provide for the payment of maternity benefit to them ;

AND WHEREAS the previous sanction of the Governor-General has been obtained to the passing of this Act ;

It is hereby enacted as follows :—

Short title.

1. This Act may be called the Madras Maternity Benefit Act, 1934.

Commencement and extent.

2. (1) It shall come into force on the first day of April 1935.

(2) It extends to the whole of the Presidency of Madras.

Definitions.

3. In this Act, unless there is anything repugnant in the subject or context,—

(*a*) 'employer' includes 'an occupier of a factory' as defined in the Factories Act, 1934, and the manager of a factory ; XXV of 1934.

(*b*) the expressions 'factory,' 'Inspector of Factories,' 'seasonal factory' and 'worker' shall have the same meanings as are respectively assigned to them by the Factories Act, 1934 ; and XXV of 1934.

(*c*) 'maternity benefit' means the amount of money payable under the provisions of this Act to a woman worker in a factory.

Prohibition of employment of women in factories, immediately after confinement.

4. After this Act comes into operation, no employer shall knowingly employ a woman in any factory during the four weeks immediately following the day of her confinement.

5. (1) Subject to the provisions of this Act, every woman worker in a factory not being a seasonal factory shall be entitled to the payment of maternity benefit at the rate of

Koviloor Acadamy

Right to maternity benefit of women workers in non-seasonal factories.

eight annas a day for the actual days of her absence during the period immediately preceding her confinement and for the four weeks immediately following her confinement as mentioned in sub-section (2) :

Provided that a woman shall not be entitled to maternity benefit unless she has been employed in the factory of the employer from whom she claims maternity benefit for a period of not less than nine months immediately preceding the date on which she gives notice under sub-section (1) of section 6.

(2) The maximum period for which any woman shall be entitled to the payment of maternity benefit shall be seven weeks, that is to say, three weeks up to and including the day of her confinement and four weeks immediately following that day. If a woman dies during this period the maternity benefit shall be payable only for the days up to and including the day of her death.

Notice of claim of maternity benefit and payment thereof.

6. (1) Any woman worker in a factory entitled to maternity benefit under the provisions of this Act may give notice in writing to her employer stating that her maternity benefit may be paid to her or to such other person as she may nominate in this behalf and that she will not work in any employment during the period for which she receives maternity benefit. If the woman worker has not been confined, such notice shall state that she expects to be confined within one month from the date of the notice ; if she has been confined, such notice shall be given within one week of her confinement.

(2) The employer shall on receipt of the notice permit such woman to absent herself from the factory until the expiry of four weeks after the day of her confinement.

(3) The amount of maternity benefit for the period up to and including the day of confinement shall be paid by the employer to the woman within forty-eight hours of the production of such proof as the [1][Provincial Government] may by rule prescribe that the woman has been confined. The amount due for the subsequent period shall be paid punctually each fortnight in arrear.

Payment of maternity benefit in case of claimant's death.

7. If a woman worker entitled to maternity benefit under the provisions of this Act dies during the period for which she is entitled to maternity benefit, the employer shall pay the amount of maternity benefit due to the nominee mentioned in the notice given under sub-section (1) of section 6 and if there is no such nominee to her legal representative.

---

[1]These words were substituted for the words "Local Government" by paragraph 4 (1) of the Government of India (Adaptation of Indian Laws Order, 1937.

Koviloor Acadamy

Prohibition of notice of dismissal of woman worker in certain cases.

8. (1) When a woman worker absents herself from work in accordance with the provisions of this Act, it shall not be lawful for her employer to give her notice of dismissal during such absence or on such a day that the notice will expire during such absence.

(2) (*a*) No notice of dismissal given without sufficient cause by an employer to a woman worker within a period of three months before her confinement shall have the effect of depriving her of any maternity benefit to which but for such notice she would have been, or would on or before the date of her confinement have become, entitled under this Act.

(*b*) If any question arises as to whether any notice of dismissal given under clause (*a*) was or was not given for sufficient cause it shall be referred to the Inspector of Factories whose decision shall be final.

(*c*) The provisions of this sub-section shall not apply to notices falling under sub-section (1).

Forfeiture of maternity benefit.

9. If a woman works in any factory after she has been permitted by her empolyer to absent herself under the provisions of section 6, she shall forfeit her claim to the payment of the maternity benefit to which she is entitled.

Penalty for contravention of Act by employer.

10. If any employer contravenes the provisions of this Act, he shall be punishable with fine which may extend to two hundred and fifty rupees.

Jurisdiction of Courts.

11. (1) No prosecution for any offence against this Act or any rules thereunder shall be instituted except by or with the previous sanction of the Inspector of Factories.

(2) No Court inferior to that of a Presidency Magistrate or of a Magistrate of the First Class shall try any offence against this Act or any rules thereunder.

Period of limitation for prosecutions under Act.

12. No Court shall take cognizance of, or convict a person for, any offence against this Act or any rule thereunder unless complaint thereof has been made within six months of the date on which the offence was committed. In computing the period of six months aforesaid, the time, if any, taken for the purpose of obtaining the previous sanction of the Inspector of Factories under sub-section (1) of section 11 shall be excluded.

Rules.

13. (1) The [1][Provincial Government] may make rules for the purpose of carrying into effect the provisions of this Act.

(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for—

(*a*) the preparation and maintenance of a muster roll and the particulars to be entered in such roll

---

1 These words were substituted for the words "Local Government by paragraph 4 (1) of the Government of India (Adaptation of Indian Laws) Order 1937.

Koviloor Acadamy

(*b*) the inspection of factories for the purposes of this Act by Inspectors of Factories ;

(*c*) the exercise of powers and the performance of duties by Inspectors of Factories for the purposes of this Act ; and

(*d*) the method of payment of maternity benefit in so far as provision has not been made therefor in this Act.

(3) Any such rule may provide that a contravention therof shall be punishable with fine which may extend to fifty rupees.

(4) The making of rules under this section shall be subject to the condition of previous publication.

Copy of Act and rules to be exhibited in factories employing women.

14. A copy of the provisions of this Act and the rules thereunder in the local vernacular shall be exhibited in a conspicuous place by the employer in every factory in which women are employed.

Koviloor Acadamy

THE MADRAS MATERNITY BENEFIT RULES, 1935.

1. These rules may be called the Madras Maternity Benefit Rules, 1935.

2. In these rules, 'the Act' means the Madras Maternity Benefit Act, 1934.

3. (1) For the purposes of sub-section (3) of section of the Act, the fact that a woman has been confined shall be proved by the production of a certified extract from a birth register.

(2) For the purposes of section 7 of the Act, the death of a woman may be proved either by the production of a certificate from a registered medical practitioner or by the production of a certified extract from a death register.

4. Every employer of women in a factory, not being a seasonal factory, shall, before the 15th January in each year, furnish to the Inspector of Factories an annual return in duplicate in Form A annexed to these rules for the year ending on the 31st December immediately preceding.

5. (1) Every employer of women in a factory, not being a seasonal factory, shall prepare and maintain a muster roll and shall enter the following particulars in it, namely :—

(*a*) Name of factory.

(*b*) Name of woman and father's name.

(*c*) Department in which employed.

(*d*) Ticket or departmental number.

(*e*) Dates with month and year in which employed and not employed, the date of admission to employment and the date of discharge, if any, being clearly indicated.

(*f*) Date on which the woman gives notice under sub-section (1) of section 6 of the Act.

(*g*) Date of confinement.

(*h*) Date of production of—

(i) certified extract from a birth register that the woman has been confined, or

(ii) certificate from a registered medical practitioner or certified extract from the death register, as to the death of the woman.

(*i*) Date of first payment of maternity benefit and amount of same.

(*j*) Date of subsequent payments of maternity benefit and amount of same.

(*k*) If the woman died, name of person to whom maternity benefit was paid.

Koviloor Acadamy

The muster roll shall also contain a separate column at the end for the use of the Inspector of Factories, headed—

'(*l*) Remarks of the Inspector of Factories.'

(2) All entries in the muster roll shall be maintained up to date and the roll shall always be available for inspection by the Inspector of Factories on the premises during the working hours of the factory.

(3) The employer may enter in the muster roll such other particulars as may be required for any other purpose.

6. (1) The Chief Inspector of Factories appointed under sub-section (2) of section 10 of the Factories Act, 1934, shall have jurisdiction throughout the Presidency of Madras, and he shall be responsible for the due administration of the Act and the rules made thereunder, throughout the said Presidency.

(2) Every Inspector of Factories appointed under sub-section (1) of section 10 of the Factories Act, 1934, shall have jurisdiction within the local limits assigned under that sub-section, and it shall be the duty of such Inspector to see that the provisions of the Act and the rules made thereunder are duly complied with within such limits.

(3) District Magistrates who are ex-officio Inspectors of Factories by virtue of sub-section (4) of section 10 of the Factories Act, 1934, shall have jurisdiction within the limits of their respective districts.

(4) Officers appointed as additional Inspectors under sub-section (5) of section 10 of the Factories Act, 1934, shall have jurisdiction within the local limits assigned to them under the said sub-section.

7. (1) Every Inspector shall have power, within the local limits of his jurisdiction—

(*a*) to require the production of, and to examine, such records as are maintained in the factory, and

(*b*) to make such enquiries as may be necessary for the purpose of ascertaining whether the provisions of the Act or the rules made thereunder, have been or are properly carried out :

Provided that he shall not require any employer to answer any question or to give any evidence tending to criminate himself.

(2) The power to sanction prosecutions under sub-section (1) of section 11 of the Act shall be exercised—

(*a*) within the limits of the City of Madras, by the Commissioner of Police as an additional Inspector of Factories, and

(*b*) elsewhere, by the District Magistrate as an ex-officio Inspector of Factories.

8. (1) An Inspector shall at each inspection of a factory satisfy himself—

(*a*) that due action has been taken on every notice given under sub-section (1) of section 6 of the Act ;

Koviloor Acadamy

(*b*) that the muster roll prescribed in rule 5 is correctly maintained ;

(*c*) that the amounts of maternity benefit have been correctly calculated ;

(*d*) that there have been no cases of notices without sufficient cause coming within the purview of clause (*b*) of sub-section (2) of section 8 of the Act since the last inspection ; and

(*e*) that section 14 of the Act has been complied with.

(2) The Inspector shall make a note of every inspection made under sub-rule (1) in the inspection report specified in rule 5 or rule 6, as the case may be, of the Madras Factories (Amended) Rules, 1923.

(3) An Inspector of Factories shall issue orders in writing to the employer asking for the correction of all irregularities under the Act noticed by him and shall after consulting the Chief Inspector of Factories and having obtained the sanction required under sub-rule (2) of rule 7 institute prosecutions for breaches of law whenever deemed necessary.

(4) An Inspector of Factories shall keep a file of the records of his inspection and shall indicate in the diary maintained with reference to rule 7 of the Madras Factories (Amended) Rules, 1923, the work done by him under the Act.

9. (1) The payment of any amount against a claim of maternity benefit shall be made by the employer to the claimant, or to the person nominated by her in the notice given under sub-section (1) of section 6 of the Act, and if there is no such person, to her legal representative.

(2) Whenever the payment referred to in sub-rule (1) is made, a receipt shall be obtained by the employer in Form B annexed to these rules.

10. Records relating to the payment of maternity benefit under the provisions of the Act or these rules shall be preserved for a period of two years from the date of their preparation.

11. (1) Any employer who contravenes the provisions of rule 5 shall be punishable with fine which may extend to fifty rupees.

(2) Any person who—

(*a*) wilfully obstructs an Inspector of Factories in the exercise of his powers or the performance of his duties under these rules, or

(*b*) fails to produce on demand—

(i) the muster roll, or

(ii) the notice given under sub-section (1) of section 6 of the Act, or

(iii) the receipts for maternity benefits paid or any other document necessary to enable an Inspector of Factories to ascertain whether the provisions of the Act and these rules have been complied with or not, or

(*c*) fails to submit any return or to preserve any record as required by these rules

shall be punishable with fine which may extend to fifty rupees.

Koviloor Acadamy

ANNEXURE.

FORM A.

(*See* Rule 4.)

Return to be submitted to the Inspector of Factories before the 15th January in each year.

1 Name of factory.
2 Name of occupier.
3 Name of manager.
4 Year ending 31st December 19 .
5 Average number of women employed daily.
6 Number of women who claimed maternity benefit under section 6 (1) of the Act.
7 Number of women who were actually paid maternity benefit.
8 Number of other persons who were paid maternity benefit (section 7 of the Act).
9 Total amount of maternity benefits paid.
10 Number of cases decided by the Inspector under section 8 (2) (*b*) of the Act.

Signature of employer.

FORM B.

[*See* Rule 9 (2).]

Form of Receipt.

Name of Factory.

I, the undersigned woman worker

the nominee of——————woman worker

the legal representative of——————woman worker in the factory at district received maternity benefit under the Madras Maternity Benefit Act, 1934, from the employer of the factory referred to above, as detailed below :—

Rs. being the first instalment after the confinement paid on——————
Rs. being the second instalment after the confinement paid on——————
Rs. being the third instalment after the confinement paid on——————

My confinement took place on

's

's death took place on . In consequence being her nominee

I being her legal representative have received the aforesaid amounts as prescribed in section 7 of the Madras Maternity Benefit Act, 1934.

Signature or left thumb-impression of

woman worker

the nominee of the woman worker

the legal representative of the woman worker.

Koviloor Acadamy

THE PAYMENT OF WAGES ACT, 1936.
(ACT No. IV OF 1936).

CONTENTS.

SECTIONS.

1. Short title, extent, commencement and application.
2. Definitions.
3. Responsibility for payment of wages.
4. Fixation of wage periods.
5. Time of payment of wages.
6. Wages to be paid in current coin or currency notes.
7. Deductions which may be made from wages.
8. Fines.
9. Deductions for absence from duty.
10. Deductions for damage or loss.
11. Deductions for services rendered.
12. Deductions for recovery of advances.
13. Deductions for payments to co-operative societies and insurance schemes.
14. Inspectors.
15. Claims arising out of deductions from wages or delay in payment of wages and penalty for malicious or vexatious claims.
16. Single application in respect of claims from unpaid group.
17. Appeal.
18. Powers of authorities appointed under section 15.
19. Power to recover from employer in certain cases.
20. Penalty for offences under the Act.
21. Procedure in trial of offences.
22. Bar of suits.
23. Contracting out.
24. Application of Act to Federal Railways, mines and oil fields.
25. Display by notice of abstracts of the Act.
26. Rule-making power.

Koviloor Acadamy

THE PAYMENT OF WAGES ACT, 1936
(ACT No. IV OF 1936[1]).

(*As modified up to the* 1st *May* 1937.)

An Act to regulate the payment of wages to certain classes of persons employed in industry.

WHEREAS it is expedient to regulate the payment of wages to certain classes of persons employed in industry ; It is hereby enacted as follows :—

Short title, extent, commencement and application.

1. (1) This Act may be called the Payment of Wages Act, 1936.

(2) It extends to the whole of British India, including British Baluchistan and the Sonthal Parganas.

(3) It shall come into force on such date[2] as the Governor-General in Council may, by notification in the *Gazette of India*, appoint.

(4) It applies in the first instance to the payment of wages to persons employed in any factory and to persons employed (otherwise than in a factory) upon any railway by a railway administration or, either directly or through a sub-contractor, by a person fulfilling a contract with a railway administration.

(5) The [3][Provincial Government] may, after giving three months' notice of its intention of so doing, by notification in the [4][Official Gazette], extend the provisions of the Act or any of them to the payment of wages to any class of persons employed in any industrial establishment or in any class or group of industrial establishments.

---

[1] For Statement of Objects and Reasons *see Gazette of India*, 1935, Pt. V, p. 20 ; for Report of Select Committee, *see ibid*, p. 77.

[2] This Act was brought into force with effect from the 28th March 1937, *see Gazette of India*, 1937, Pt. I, p. 626.

[3] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

[4] These words were substituted for the words "local official Gazette." *ibid.*

Koviloor Acadamy

(6) Nothing in this Act shall apply to wages payable in respect of a wage-period which, over such wage-period, average two hundred rupees a month or more.

Definitions.

2. In this Act, unless there is anything repugnant in the subject or context,—

XV of 1934.

(i) "factory" means a factory as defined in clause (*j*) of section 2 of the Factories Act, 1934;

(ii) "industrial establishment" means any—

(*a*) tramway or motor omnibus service;

(*b*) dock, wharf or jetty;

(*c*) inland steam-vessel;

(*d*) mine, quarry or oil-field;

(*e*) plantation;

(*f*) workshop or other establishment in which articles are produced, adapted or manufactured, with a view to their use, transport or sale;

(iii) "plantation" means any estate which is maintained for the purpose of growing cinchona, rubber, coffee or tea, and on which twenty-five or more persons are employed for that purpose;

(iv) "prescribed" means prescribed by rules made under this Act;

(v) "railway administration" has the meaning assigned to it in clause (6) of section 3 of the Indian Railways Act, 1890; and

X of 1890.

(vi) "wages" means all remuneration, capable of being expressed in terms of money, which would, if the terms of the contract of employment, express or implied, were fulfilled, be payable, whether conditionally upon the regular attendance, good work or conduct or other behaviour of the person employed, or otherwise, to a person employed in respect of his employment or of work done in such employment, and includes any bonus or other additional remuneration of the nature aforesaid which would be so payable and any sum payable to such person by reason of the termination of his employment, but does not include—

(*a*) the value of any house-accommodation, supply of light, water, medical attendance or other amenity, or of any service excluded by general or special order of the [1]* * * * * [2][Provincial Government];

---

[1] The words "Governor-General in Council or" were omitted by the Government of India (Adaptation of Indian Laws) Order, 1937.

[2] These words were substituted for the words "Local Government," *ibid.*

Koviloor Acadamy

THE PAYMENT OF WAGES ACT, 1936
(ACT No. IV OF 1936[1]).

(As modified up to the 1st May 1937.)

An Act to regulate the payment of wages to certain classes of persons employed in industry.

WHEREAS it is expedient to regulate the payment of wages to certain classes of persons employed in industry ; It is hereby enacted as follows :—

Short title, extent, commencement and application.

1. (1) This Act may be called the Payment of Wages Act, 1936.

(2) It extends to the whole of British India, including British Baluchistan and the Sonthal Parganas.

(3) It shall come into force on such date[2] as the Governor-General in Council may, by notification in the *Gazette of India*, appoint.

(4) It applies in the first instance to the payment of wages to persons employed in any factory and to persons employed (otherwise than in a factory) upon any railway by a railway administration or, either directly or through a sub-contractor, by a person fulfilling a contract with a railway administration.

(5) The [3][Provincial Government] may, after giving three months' notice of its intention of so doing, by notification in the [4][Official Gazette], extend the provisions of the Act or any of them to the payment of wages to any class of persons employed in any industrial establishment or in any class or group of industrial establishments.

---

[1] For Statement of Objects and Reasons *see Gazette of India*, 1935, Pt. V, p. 20 ; for Report of Select Committee, *see ibid*, p. 77.

[2] This Act was brought into force with effect from the 28th March 1937, *see Gazette of India*, 1937, Pt. I, p. 626.

[3] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

[4] These words were substituted for the words "local official Gazette." *ibid*.

Koviloor Acadamy

(6) Nothing in this Act shall apply to wages payable in respect of a wage-period which, over such wage-period, average two hundred rupees a month or more.

Definitions.

2. In this Act, unless there is anything repugnant in the subject or context,—

XV of 1934.

(i) "factory" means a factory as defined in clause (*j*) of section 2 of the Factories Act, 1934;

(ii) "industrial establishment" means any—

(*a*) tramway or motor omnibus service;

(*b*) dock, wharf or jetty;

(*c*) inland steam-vessel;

(*d*) mine, quarry or oil-field;

(*e*) plantation;

(*f*) workshop or other establishment in which articles are produced, adapted or manufactured, with a view to their use, transport or sale;

(iii) "plantation" means any estate which is maintained for the purpose of growing cinchona, rubber, coffee or tea, and on which twenty-five or more persons are employed for that purpose;

(iv) "prescribed" means prescribed by rules made under this Act;

(v) "railway administration" has the meaning assigned to it in clause (6) of section 3 of the Indian Railways Act, 1890; and

X of 1890.

(vi) "wages" means all remuneration, capable of being expressed in terms of money, which would, if the terms of the contract of employment, express or implied, were fulfilled, be payable, whether conditionally upon the regular attendance, good work or conduct or other behaviour of the person employed, or otherwise, to a person employed in respect of his employment or of work done in such employment, and includes any bonus or other additional remuneration of the nature aforesaid which would be so payable and any sum payable to such person by reason of the termination of his employment, but does not include—

(*a*) the value of any house-accommodation, supply of light, water, medical attendance or other amenity, or of any service excluded by general or special order of the [1]* * * * * [2][Provincial Government];

[1] The words "Governor-General in Council or" were omitted by the Government of India (Adaptation of Indian Laws) Order, 1937.

[2] These words were substituted for the words "Local Government," *ibid.*

Koviloor Acadamy

(*b*) any contribution paid by the employer to any pension fund or provident fund ;

(*c*) any travelling allowance or the value of any travelling concession ;

(*d*) any sum paid to the person employed to defray special expenses entailed on him by the nature of his employment ; or

(*e*) any gratuity payable on discharge.

Responsibility for payment of wages.

3. Every employer shall be responsible for the payment to persons employed by him of all wages required to be paid under this Act :

Provided that, in the case of persons employed (otherwise than by a contractor)—

(*a*) in factories, if a person has been named as the manager of the factory under clause (*e*) of sub-section (1) of section 9 of the Factories Act, 1934, XXV of 1934.

(*b*) in industrial establishments, if there is a person responsible to the employer for the supervision and control of the industrial establishment,

(*c*) upon railways (otherwise than in factories), if the employer is the railway administration and the railway administration has nominated a person in this behalf for the local area concerned,

the person so named, the person so responsible to the employer, or the person so nominated, as the case may be, shall be responsible for such payment.

Fixation of wage-periods.

4. (1) Every person responsible for the payment of wages under section 3 shall fix periods (in this Act referred to as wage-periods) in respect of which such wages shall be payable.

(2) No wage-period shall exceed one month.

Time of payment of wages.

5. (1) The wages of every person employed upon or in—

(*a*) any railway, factory or industrial establishment upon or in which less than one thousand persons are employed, shall be paid before the expiry of the seventh day,

(*b*) any other railway, factory or industrial establishment, shall be paid before the expiry of the tenth day,

after the last day of the wage-period in respect of which the wages are payable.

Koviloor Acadamy

(2) Where the employment of any person is terminated by or on behalf of the employer, the wages earned by him shall be paid before the expiry of the second working day from the day on which his employment is terminated.

(3) The [1][Provincial Government] may, by general or special order, exempt, to such extent and subject to such conditions as may be specified in the order, the person responsible for the payment of wages to persons employed upon any railway (otherwise than in a factory) from the operation of this section in respect of the wages of any such persons or class of such persons.

(4) All payments of wages shall be made on a working day.

Wages to be paid in current coin or currency notes.

6. All wages shall be paid in current coin or currency notes or in both.

Deductions which may be made from wages.

IX of 1890.

7. (1) Notwithstanding the provisions of sub-section (2) of section 47 of the Indian Railways Act, 1890, the wages of an employed person shall be paid to him without deductions of any kind except those authorized by or under this Act.

Explanation.—Every payment made by the employed person to the employer or his agent shall, for the purposes of this Act, be deemed to be a deduction from wages.

(2) Deductions from the wages of an employed person shall be made only in accordance with the provisions of this Act, and may be of the following kinds only, namely :—

(*a*) fines ;

(*b*) deductions for absence from duty ;

(*c*) deductions for damage to or loss of goods expressly entrusted to the employed person for custody, or for loss of money for which he is required to account, where such damage or loss is directly attributable to his neglect or default ;

(*d*) deductions for house-accommodation supplied by the employer ;

(*e*) deductions for such amenities and services supplied by the employer as the [2]* * * [3][Provincial Government] may, by general or special order, authorize ;

---

[1] The words were substituted for the words "Governor General in Council" by the Government of India (Adaptation of Indian Laws) Order, 1937.

[2] The words "Governor-General in Council or" were omitted, *ibid.*

[3] These words were substituted for the words "Local Government," *ibid.*

Koviloor Acadamy

Explanation.—The word 'services' in this sub-clause does not include the supply of tools and raw materials required for the purposes of employment.

(*f*) deductions for recovery of advances or for adjustment of overpayments of wages ;

(*g*) deductions of income-tax payable by the employed person ;

(*h*) deductions required to be made by order of a Court or other authority competent to make such order ;

(*i*) deductions for subscriptions to, and for repayment of advances from, any provident fund to which the Provident Funds Act, 1925, applies or any recognized provident fund as defined in section 58-A of the Indian Income-tax Act, 1922, or any provident fund approved in this behalf by the [1][Provincial Government] during the continuance of such approval ; and XIX of 1925. XI of 1922.

(*j*) deductions for payments to co-operative societies approved by the [1][Provincial Government] or to a scheme of insurance maintained by the Indian Post Office.

Fines.

8. (1) No fine shall be imposed on any employed person save in respect of such acts and omissions on his part as the employer, with the previous approval of the [1][Provincial Government] or of the prescribed authority, may have specified by notice under sub-section (2).

(2) A notice specifying such acts and omissions shall be exhibited in the prescribed manner on the premises in which the employment is carried on or in the case of persons employed upon a railway (otherwise than in a factory), at the prescribed place or places.

(3) No fine shall be imposed on any employed person until he has been given an opportunity of showing cause against the fine, or otherwise than in accordance with such procedure as may be prescribed for the imposition of fines.

(4) The total amount of fine which may be imposed in any one wage-period on any employed person shall not exceed an amount equal to half an-anna in the rupee of the wages payable to him in respect of that wage-period.

(5) No fine shall be imposed on any employed person who is under the age of fifteen years.

---

[1] These words were substituted for the words "Local Government", by the Government of India (Adaptation of Indian Laws) Order, 1937.

Koviloor Acadamy

(6) No fine imposed on any employed person shall be recovered from him by instalments or after the expiry of sixty days from the day on which it was imposed.

(7) Every fine shall be deemed to have been imposed on the day of the act or omission in respect of which it was imposed.

(8) All fines and all realizations thereof shall be recorded in a register to be kept by the person responsible for the payment of wages under section 3 in such form as may be prescribed ; and all such realizations shall be applied only to such purposes beneficial to the persons employed in the factory or establishment as are approved by the prescribed authority.

Explanation.—When the persons employed upon or in any railway, factory or industrial establishment are part only of a staff employed under the same management, all such realizations may be credited to a common fund maintained for the staff as a whole, provided that the fund shall be applied only to such purposes as are approved by the prescribed authority.

Deductions for absence from duty.

9. (1) Deductions may be made under clause (*b*) of sub-section (2) of section 7 only on account of the absence of an employed person from the place or places where, by the terms of his employment, he is required to work, such absence being for the whole or any part of the period during which he is so required to work.

(2) The amount of such deduction shall in no case bear to the wages payable to the employed person in respect of the wage-period for which the deduction is made a larger proportion than the period for which he was absent bears to the total period, within such wage period, during which by the terms of his employment, he was required to work:

Provided that, subject to any rules made in this behalf by the [1][Provincial Government], if ten or more employed persons acting in concert absent themselves without due notice (that is to say without giving the notice which is required under the terms of their contracts of employment) and without reasonable cause, such deduction from any such person may include such amount not exceeding his wages for eight days as may by any such terms be due to the employer in lieu of due notice.

[2] [*Explanation.*—For the purposes of this section, an employed person shall be deemed to be absent from the place

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

[2] This Explanation was added by s. 2 of the Payment of Wages (Amendent) Act, 1937 (XXII of 1937).

Koviloor Acadamy

where he is required to work, if, although present in such place, he refuses, in pursuance of a stay-in strike or for any other cause which is not reasonable in the circumstances, to carry out his work.]

Deductions for damage or loss.

10. (1) A deduction under clause (*c*) of sub-section (2) of section 7 shall not exceed the amount of the damage or loss caused to the employer by the neglect or default of the employed person and shall not be made until the employed person has been given an opportunity of showing cause against the deduction, or otherwise than in accordance with such procedure as may be prescribed for the making of such deductions.

(2) All such deductions and all realizations thereof shall be recorded in a register to be kept by the person responsible for the payment of wages under section 3 in such form as may be prescribed.

Deductions for services rendered.

11. A deduction under clause (*d*) or clause (*e*) of sub-section (2) of section 7 shall not be made from the wages of an employed person unless the house-accommodation, amenity or service has been accepted by him, as a term of employment or otherwise, and such deduction shall not exceed an amount equivalent to the value of the house-accommodation, amenity or service supplied and, in the case of a deduction under the said clause (*e*), shall be subject to such conditions as [1] * * * * * * * * * * * the [2] [Provincial Government] may impose.

Deductions for recovery of advances.

12. Deductions under clause (*f*) of sub-section (2) of section 7 shall be subject to the following conditions, namely :—

(*a*) recovery of an advance of money given before employment began shall be made from the first payment of wages in respect of a complete wage-period, but no recovery shall be made of such advances given for travelling-expenses ;

(*b*) recovery of advances of wages not already earned shall be subject to any rules made by the [2] [Provincial Government] regulating the extent to which such advances may be given and the instalments by which they may be recovered.

Deductions for payments to co-operative societies and insurance schemes.

13. Deductions under clause (*j*) of sub-section (2) of section 7 shall be subject to such conditions as the [Provincial Government] may impose.

---

[1] The words "the Governor-General in Council or" were omitted by the Government of India (Adaptation of Indian Laws) Order, 1937.

[2] These words were substituted for the words "Local Government", *ibid.*

Koviloor Acadamy

Inspectors.

14. (1) An Inspector of Factories appointed under sub-section (1) of section 10 of the Factories Act, 1934, shall be an Inspector for the purposes of this Act in respect of all factories within the local limits assigned to him.

XXV of 1934.

(2) The [1][Provincial Government] may appoint Inspectors for the purposes of this Act in respect of all persons employed upon a railway (otherwise than in a factory) to whom this Act applies.

(3) The [2][Provincial Government] may, by notification in the [3][Official Gazette], appoint such other persons as it thinks fit to be Inspectors for the purposes of this Act, and may define the local limits within which and the class of factories and industrial establishments in respect of which they shall exercise their functions.

(4) An Inspector may, at all reasonable hours, enter on any premises, and make such examination of any register or document relating to the calculation or payment of wages and take on the spot or otherwise such evidence of any person, and exercise such other powers of inspection, as he may deem necessary for carrying out the purposes of this Act.

XLV of 1860.

(5) Every Inspector shall be deemed to be a public servant within the meaning of the Indian Penal Code.

Claims arising out of deductions from wages or delay in payment of wages and penalty for malicious or vexatious claims.

15. (1) The [2][Provincial Government] may, by notification in the [3][Official Gazette] appoint any Commissioner for Workmen's Compensation or other officer with experience as a Judge of a Civil Court or as a stipendiary Magistrate to be the authority to hear and decide for any specified area all claims arising out of deductions from the wages, or delay in payment of the wages of persons employed or paid in that area.

(2) Where contrary to the provisions of this Act any deduction has been made from the wages of an employed person, or any payment of wages has been delayed, such person himself, or any legal practitioner or any official of a registered trade union authorized in writing to act on his behalf, or any Inspector under this Act, or any other person acting with the permission of the authority appointed under sub-section (1), may apply to such authority for a deduction under sub-section (3):

Provided that every such application shall be presented within six months from the date on which the deduction from the wages was made or from the date on which the payment of the wages was due to be made, as the case may be:

---

[1] These words were substituted for the words "Governor General in Council" by the Government of India (Adaptation of Indian Laws) Oder, 1937.

[2] The words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Grder, 1937.

[3] These words were substituted for the words "local official Gazette", *ibid.*

Koviloor Acadamy

Provided further that any application may be admitted after the said period of six months when the applicant satisfies the authority that he had sufficient cause for not making the application within such period.

(3) When any application under sub-section (2) is entertained, the authority shall hear the applicant and the employer or other person responsible for the payment of wages under section 3, or give them an opportunity of being heard, and, after such further inquiry (if any) as may be necessary may, without prejudice to any other penalty to which such employer or other person is liable under this Act, direct the refund to the employed person, of the amount deducted, or the payment of the delayed wages, together with the payment of such compensation as the authority may think fit, not exceeding ten times the amount deducted in the former case and not exceeding ten rupees in the latter :

Provided that no direction for the payment of compensation shall be made in the case of delayed wages if the authority is satisfied that the delay was due to—

(*a*) a *bona fide* error or *bona fide* dispute as to the amount payable to the employed person, or

(*b*) the occurrence of an emergency, or the existence of exceptional circumstances, such that the person responsible for the payment of the wages was unable, though exercising reasonable diligence, to make prompt payment, or

(*c*) the failure of the employed person to apply for or accept payment.

(4) If the authority hearing any application under this section is satisfied that it was either malicious or vexatious, the authority may direct that a penalty not exceeding fifty rupees be paid to the employer or other person responsible for the payment of wages by the person presenting the application.

(5) Any amount directed to be paid under this section may be recovered—

(*a*) if the authority is a Magistrate, by the authority as if it were a fine imposed by him as Magistrate, and

(*b*) if the authority is not a Magistrate, by any Magistrate to whom the authority makes application in this behalf, as if it were a fine imposed by such Magistrate.

Single application in respect of claims from unpaid group.

16. (1) Employed person are said to belong to the same unpaid group if they are borne on the same establishment and if their wages for the same wage-period or period have remained unpaid after the day fixed by section 5.

Koviloor Acadamy

(2) A single application may be presented under section 15 on behalf or in respect of any number of employed persons belonging to the same unpaid group, and in such case the maximum compensation that may be awarded under sub-section (3) of section 15 shall be ten rupees per head.

(3) The authority may deal with any number of separate pending applications, presented under section 15 in respect of persons belonging to the same unpaid group, as a single application presented under sub-section (2) of this section, and the provisions of that sub-section shall apply accordingly.

Appeal.

17. (1) An appeal against a direction made under [1][sub-section (3) or sub-section (4)] of section 15 may be preferred, within thirty days of the date on which the direction was made, in a Presidency-town [2] * * * * * * * * * * before the Court of Small Causes and elsewhere before the District Court—

(*a*) by the employer or other person responsible for the payment of wages under section 3, if the total sum directed to be paid by way of wages and compensation exceeds three hundred rupees, or

(*b*) by an employed person, if the total amount of wages claimed to have been withheld from him or from the unpaid group to which he belonged exceeds fifty rupees, or

(*c*) by any person directed to pay a penalty under [3][sub-section (4)] of section 15.

(2) Save as provided in sub-section (1), any direction made under sub-section (3) or [3][sub-section (4)] of section 15 shall be final.

Powers of authorities appointed under section 15.

18. Every authority appointed under sub-section (1) of section 15 shall have all the powers of a Civil Court under the Code of Civil Procedure, 1908, for the purpose of taking evidence and of enforcing the attendance of witnesses and compelling the production of documents, and every such authority shall be deemed to be a Civil Court for all the purposes of section 195 and of Chapter XXXV of the Code of Criminal Procedure, 1898.

V of 1908.

V of 1898.

Powers to recover from employer in certain cases.

19. When the authority referred to in section 15 or the Court referred to in section 17 is unable to recover from any person (other than an employer) responsible under section 3

---

[1] These words, brackets and figures were substituted for the word, brackets and figure "sub-section (3)" by s. 2 and First Schedule of the Repealing and Amending Act, 1937 (XX of 1937).

[2] The words "or in Rangoon" were omitted by the Government of India (Adaptation of Indian Laws) Order, 1937.

[3] This word, brackets and figure were substituted for the word, brackets and figure "sub-section (5)" by s. 2 and First Schedule of the Repealing and Amending Act, 1937 (XX of 1937).

Koviloor Acadamy

for the payment of wages any amount directed by such authority under section 15 or section 17 to be paid by such person, the authority shall recover the amount from the employer of the employed person concerned.

Penalty for offences under the Act.

20. (1) Whoever being responsible for the payment of wages to an employed person contravenes any of the provisions of any of the following sections, namely, section 5 and sections 7 to 13, both inclusive, shall be punishable with fine which may extend to five hundred rupees.

(2) Whoever contravenes the provisions of section 4, section 6 or section 25 shall be punishable with fine which may extend to two hundred rupees.

Procedure in trial of offences.

21. (1) No Court shall take cognizance of a complaint against any person for an offence under sub-section (1) of section 20 unless an application in respect of the facts constituting the offence has been presented under section 15 and has been granted wholly or in part and the authority empowered under the latter section or the appellate Court granting such application has sanctioned the making of the complaint.

(2) Before sanctioning the making of a complaint against any person for an offence under sub-section (1) of section 20 the authority empowered under section 15 or the appellate Court, as the case may be, shall give such person an opportunity of showing cause against the granting of such sanction, and the transaction shall not be granted if such person satisfies the authority or Court that his default was due to—

(*a*) a *bona fide* error or *bona fide* dispute as to the amount payable to the employed person, or

(*b*) the occurrence of an emergency, or the existence of exceptional circumstances, such that the person responsible for the payment of the wages was unable, though exercising reasonable diligence, to make prompt payment, or

(*c*) the failure of the employed person to apply for or accept payment.

(3) No Court shall take cognizance of a contravention of section 4 or of section 6 or of a contravention of any rule made under section 26 except on a complaint made by or with the sanction of an Inspector under this Act.

(4) In imposing any fine for an offence under sub-section (1) of section 20 the Court shall take into consideration the amount of any compensation already awarded against the accused in any proceedings taken under section 15.

Koviloor Acadamy

Bar of suits.

22. No Court shall entertain any suit for the recovery of wages or of any deduction from wages in so far as the sum so claimed—

(*a*) forms the subject of an application under section 15 which has been presented by the plaintiff and which is pending before the authority appointed under that section or of an appeal under section 17 ; or

(*b*) has formed the subject of a direction under section 15 in favour of the plaintiff ; or

(*c*) has been adjudged, in any proceeding under section 15 ; not to be owed to the plaintiff ; or

(*d*) could have been recovered by an application under section 15.

Contracting out.

23. Any contract or agreement, whether made before or after the commencement of this Act, whereby an employed person relinquishes any right conferred by this Act shall be null and void in so far as it purports to deprive him of such right.

Application of Act to Federal Railways, mines and oil fields.

[1] [24. The powers by this Act conferred upon the Provincial Government shall, in relation to Federal railways (within the meaning of the Government of India Act, 1935), mines and oil-fields, be powers of the Central Government.]

Display by notice of abstracts of the Act.

25. The person responsible for the payment of wages to persons employed in a factory shall cause to be displayed in such factory a notice containing such abstracts of this Act and of the rules made thereunder in English and in the language of the majority of the persons employed in the factory, as may be prescribed.

Rule-making power.

26. (1) The [2][Provincial Government] may make rules to regulate the procedure to be followed by the authorities and Courts referred to in sections 15 and 17.

(2) The [3][Provincial Government] may, [4]* * * * * * by notification in the [5][Official Gazette] make rules for the purpose of carrying into effect the provisions of this Act.

---

[1] This section was substituted by the Government of India (Adaptation of Indian Laws) Order, 1937.

[2] These words were substituted for the words "Governor-General in Council", *ibid.*

[3] These words were substituted for the words "Local Government", *ibid.*

[4] The words "subject to the control of the Governor-General in Council" were omitted, *ibid.*

[5] These words were substituted for the words "local official Gazette", *ibid*

Koviloor Acadamy

(3) In particular and without prejudice to the generality of the foregoing power, rules made under sub-section (2) may—

(*a*) require the maintenance of such records, registers, returns and notices as are necessary for the enforcement of the Act and prescribe the form thereof ;

(*b*) require the display in a conspicuous place on premises where employment is carried on of notices specifying rates of wages payable to persons employed on such premises ;

(*c*) provide for the regular inspection of the weights, measures and weighing machines used by employers in checking or ascertaining the wages of persons employed by them ;

(*d*) prescribe the manner of giving notice of the days on which wages will be paid ;

(*e*) prescribe the authority competent to approve under sub-section (1) of section 8 acts and omissions in respect of which fines may be imposed ;

(*f*) prescribe the procedure for the imposition of fines under section 8 and for the making of the deductions referred to in section 10 ;

(*g*) prescribe the conditions subject to which deductions may be made under the proviso to sub-section (2) of section 9 ;

(*h*) prescribe the authority competent to approve the purposes on which the proceeds of fines shall be expended ;

(*i*) prescribe the extent to which advances may be made and the instalments by which they may be required with reference to clause (*b*) of section 12 ;

(*j*) regulate the scales of costs which may be allowed in proceedings under this Act ;

(*k*) prescribe the amount of court-fees payable in respect of any proceedings under this Act ; and

(*l*) prescribe the abstracts to be contained in the notices required by section 25.

(4) In making any rule under this section the [1][Provincial Government] may provide that a contravention of the rule shall be punishable with fine which may extend to two hundred rupees.

(5) All rules made under this section shall be subject to the condition of previous publication, and the date to be specified under clause (3) of section 23 of the General Clauses Act, 1897, shall not be less than three months from the date on which the draft of the proposed rules was published.

---

[1] These words were substituted for the words "Local Government" by the Government of India (Adaptation of Indian Laws) Order, 1937.

Koviloor Acadamy

THE MADRAS PAYMENT OF WAGES RULES, 1937.

1. *Title.*—These rules may be called the Madras Payment of Wages Rules, 1937.

2. *Definitions.*—In these rules, unless there is anything repugnant in the subject or context,—

(*a*) " the Act " means the Payment of Wages Act (IV of 1936 ;

(*b*) " the Authority " means the authority appointed under sub-section (1) of section 15 of the Act ;

(*c*) " the Chief Inspector of Factories " means the Chief Inspector of Factories appointed under sub-section (2) of section 10 of the Factories Act (XXV of 1934) ;

(*d*) " the Court " means the Court mentioned in sub-section (1) of section 17 of the Act ;

(*e*) " deduction for breach of contract " means a deduction made in accordance with the provisions of the proviso to sub-section (2) of section 9 ;

(*f*) " deduction for damage or loss " means a deduction made in accordance with the provisions of clause (*c*) of sub-section (2) of section 7 ;

(*g*) " Form " means a Form appended to these rules ;

(*h*) " Inspector " means the Inspector authorized by or under section 14 of the Act ;

(*i*) " Paymaster " means an employer or other person responsible under section 3 of the Act for the payment of wages ;

(*j*) " person employed " excludes all persons to the payment of whose wages the Act does not apply.

(*k*) " section " means a section of the Act ; and

(*l*) words and expressions defined in the Act shall be deemed to have the same meaning as in the Act.

Section 26 (3) (*a*).

3. *Register of fines.*—(1) In any factory in respect of which the employer has obtained approval under sub-section (1) of section 8 to a list of acts and omissions in respect of which fines may be imposed, the paymaster shall maintain a Register of Fines in Form I.

(2) At the beginning of the Register of Fines, the approved purpose or purposes on which the fines realized are to be expended shall be entered and serially numbered.

Koviloor Acadamy

(3) When any disbursements are made from the fines realized, a deduct entry of the amount so expended shall be made in the Register of Fines. The vouchers or receipts in respect of the amounts so expended shall be serially numbered and kept separately, the serial number of each voucher or receipt and the amount to which it relates being noted in the remarks column of the register. If more than one purpose has been approved the entry of the disbursement shall also indicate the purpose for which it is made.

4. *Register of deductions for damage or loss.*—In every factory in which deductions for damage or loss are made the paymaster shall maintain the Register required by sub-section (2) of section 10 in Form II.

5. *Register of wages.*—A Register of Wages shall be maintained in every factory and may be kept in such form as the paymaster finds convenient but shall include the following particulars :—

(*a*) The gross wages earned by each person employed for each wage period ;

(*b*) the total of all deductions made from those wages ;

NOTE.—In the case of a plantation factory, the register may be maintained in the principal office of the plantation, but the manager thereof shall make the register available for inspection by the Inspector at the factory.

(*c*) the wages actually paid to each person employed for each wage period.

6. *Period of maintenance of registers.*—The registers referred to in rules 3, 4, 5 and 17 shall be preserved for a priod of twelve months from the date of the last entry noted in them.

Section 26 (3) (*c*).

7. *Weights and measures.*—(1) All weights, measures, or weighing machines which are used in checking, or ascertaining the wages of persons employed in any factory shall be examined at least biennially by an Inspector who may prohibit the use of any weight, measure or weighing machine which he finds to register incorrectly.

(2) If the Inspector considers that any action should be taken under the Indian Weights and Measures of Capacity Act, 1871 (XXXI of 1871), or the Indian Penal Code (XLV of 1860), he may seize the article in question and shall record his opinion and send it to the District Magistrate for such action as he may think fit.

Section 26 (3) (*d*).

8. *Notice of dates of payment.*—The paymaster shall display, in a conspicuous place at or near the main entrance of the factory, a notice, in English and in the language of the majority of the persons employed therein, giving for not less than two months in advance, the days on which wages will ordinarily be paid.

Section 26 (3) (*b*).

6-A. In every factory the paymaster shall display at or near the main entrance of the factory notices in Form VI specifying the rates of wages payable to different classes of workers employed therein. The notices shall be in English and in the language of the majority of the persons employed in the factory :

Koviloor Acadamy

Section 26 (3) (*e*), (*f*) *and* (*h*).

9. *Prescribed authority.*—The Chief Inspector of Factories shall be the authority competent to approve, under sub-section (1) of section 8, acts and omissions in respect of which fines may be imposed and, under sub-section (8) of section 8, the purposes on which the proceeds of fines shall be expended.

10. *Application in respect of fines.*—Every employer requiring the power to impose fines in respect of any acts and omissions on the part of employed persons shall send to the Chief Inspector of Factories—

(*a*) a list, in English, in duplicate, clearly defining such acts and omissions ; and

(*b*) in cases where the employer himself does not intend to be the sole person empowered to impose fines, a list, in duplicate, showing those appointments in his factory the incumbents of which may pass orders imposing fines and the class of establishment on which the incumbent of each such appointment may impose fines.

11. *Appeal of list of acts and omissions.*—The authority appointed under rule 9 may on receipt of the list prescribed in clause (*a*) of the preceding rule, after such enquiry as he considers necessary, pass orders either—

(*a*) disapproving the list, or

(*b*) approving the list either in its original form or as amended by him, in which case such list shall be considered to be an approved list, provided that no order disapproving or amending any list shall be passed unless the employer shall have been given an opportunity of showing cause orally or in writing why the list as submitted by him should be approved.

12. *Posting of list.*—The employer shall display at or near the main entrance of the factory a copy in English, together with a correct translation thereof, in the language of the majority of the persons employed therein, of the list approved under rule 11.

13. *Persons authorized to impose fines.*—No fine may be imposed by any person other than an employer or a person holding an appointment named in a list submitted under rule 10.

14. *Procedure in imposing fines and deductions.*—Any person desiring to impose a fine on an employed person or to make a deduction for damage or loss shall explain personally to the said person the act or omission, or damage or loss, in respect of which the fine or deduction is proposed to be imposed and the amount of the fine or deduction, which it is proposed to impose, and shall hear his explanation. The charge in respect of which it is proposed to impose the fine or deduction, and the explanation of the person concerned shall be reduced to writing, the signature of such person being obtained to the latter.

Koviloor Acadamy

15. *Information to paymaster.*—The person imposing a fine or directing the making of a deduction for damage or loss shall at once inform the paymaster of all particulars, so that the register prescribed in rule 3 or rule 4 may be duly completed.

Section 26 (3) (*g*).

16. *Deductions for breach of contract.*—(1) No deduction for breach of contract shall be made from the wages of an employed person who is under the age of fifteen years.

(2) No deduction for breach of contract shall be made from the wages of any employed person unless—

(*a*) there is provision in writing forming part of the terms of the contract of employment requiring the employee to give notice of the termination of such employment and the period of notice does not exceed either

(i) fifteen days or the wage-period, whichever is less ; or
(ii) the period of notice which the employer is required to give of the termination of that employment ;

(*b*) this rule has been displayed in English and in the language of the majority of the employed persons at or near the main entrance of the factory and has been so displayed for not less than one month before the commencement of the absence in respect of which the deduction is made ; and

(*c*) a notice has been displayed at or near the main entrance of the factory giving the names of the persons from whose wages the deduction is proposed to be made, the number of days' wages to be deducted and the conditions (if any) on which the deduction will be remitted.

Provided that where the deduction is propsed to be made from all the persons employed in any departments or sections of the factory, it shall be sufficient, in lieu of giving the names of the persons in such departments or sections, to specify the departments or sections affected.

(3) No deduction for breach of contract shall exceed the wages of the person employed for the period by which the notice of termination of service given falls short of the period of such notice required by the contract of employment.

(4) If any conditions have been specified in the notice displayed under clause (*c*) of sub-rule (2), no deduction for breach of contract shall be made from the wages of any person who has complied with those conditions.

Section 26 (3) (*i*).

17. *Advances.*—(1) An advance of wages not already earned shall not, without the previous permission of an Inspector, exceed an amount equivalent to the wages earned by the employed person

Koviloor Acadamy

during the preceding two calendar months, or if he has not been employed for that period, twice the wages he is likely to earn during the subsequent calendar month.

(2) Any advance may be recovered in instalments by deductions from wages, spread over not more than twelve months :

Provided that this sub-rule shall not apply to the case of an advance made before the commencement of the Act and particulars relating to which are communicated before the 31st March 1938 to the Inspector of Factories having jurisdiction over the factory.

(3) No instalment by which an advance is repaid shall exceed one-third, or where the wages for any wage-period are not more than twenty rupees, one-fourth of the wages for any wage-period in respect of which the deduction is made.

(4) The amounts of all advances, whether made before the commencement of this Act or sanctioned after such commencement, and all repayments of such advances, shall be entered in a register in Form III.

Section 26 (3) (*a*).

18. *Annual return.*—In respect of every factory, a return shall be sent in Form IV so as to reach the Chief Inspector of Factories not later than the 15th of February following the end of the calendar year to which the return relates.

Section 26 (3) (*j*).

19. *Costs.*—(1) Where the Authority or the Court, as the case may be, directs that any costs shall not follow the event the reasons for the direction shall be stated in writing by such Authority or Court.

(2) The costs which may be awarded shall include—

(*a*) the charges necessarily incurred on account of court-fees ;

(*b*) the charges necessarily incurred on subsistence money to witnesses ; and

(*c*) pleader's fees which shall ordinarily be Rs. 10 provided that the Authority or the Court, as the case may be, may in any proceedings, reduce the fee to a sum not being less than Rs. 5 or increase it to a sum not exceeding Rs. 30.

(3) When a party engages more pleaders than one to defend a case, he shall be allowed one set of pleader's fees only.

20. The Authority or the Court, as the case may be, may fix the fees on the payment of which any person entitled to do so may obtain copies of any document filed with such Authority or Court :

Provided that such Authority or Court may, in consideration of the poverty of the applicant, grant copies free of cost.

12A

Page 161.—*Insert* the following after rule 18 :—

18-A. Copies of notices referred to in rule 6-A shall be sent in duplicate by the paymaster to the Chief Inspector of Factories every year not later han the 15th January :

Provided that any alteration in the notices that may be made in the course of the year shall be communicated to the Chief Inspector not later than a fortnight from the date on which the alteration was made.

(G.O. No. 492, Development, dated 27th February 1939.)

[I list, 1-4-39]

Koviloor Acadamy

Section 26 (3) (*k*).

21. *Court-fees.*—The court-fee payable in respect of proceedings under the Act shall be as follows :—

(i) For every application to summon a witness ..	Four annas in respect of each witness.
(ii) For every other application made by or on behalf of an individual person before the Authority.	Eight annas.
(iii) For every other application made by or on behalf of an unpaid group before the Authority.	Four annas for each member of the group, subject to a maximum of five rupees.
(iv) For every appeal lodged with the Court.. ..	Five rupees.

Provided that the Authority or the Court may, in consideration of the poverty of the applicant, reduce or remit this fee.

Provided further that no fee shall be chargeable in respect of an application presented by an Inspector.

Section 26 (3) (*l*).

22. *Abstract.*—The abstract of the Act and of the rules made thereunder required to be displayed by section 25 shall be in Form V.

Section 26 (4).

23. *Penalties.*—Any contravention of rules 3, 4, 5, 6, 8, 12, 15 and 18 of these rules shall be punishable with fine which may extend to two hundred rupees.

FORM I.

(*See* Rule 3.)

REGISTER OF FINES.

———— *Factory,* ————

(1) Serial number.	(2) Name.	(3) Father's or husband's name or workshop, departmental or gang number.	(4) Department or gang.	(5) Act or omission for which fine imposed.	(6) Whether workman showed cause against fine or not and if so, date on which cause was shown.	(7) Total wages for the wage period in which fine imposed.	(8) Amount of, and date on which, fine imposed.	(9) Date on which fine realized.	(10) Remarks.

Page 162.—(1) *Insert* the figure and letter "6-A" after the figure "6" in rule 23.

(2) *Insert* the figure, word and letter "18 and 18-A," *for* the word and figures "and 18" in rule 23.

(G.O. No. 492, Development, dated 27th February 1939.)

[I list, 1-4-39]

Koviloor Acadamy

FORM II.

(*See* Rule 4.)

REGISTER OF DEDUCTIONS FOR DAMAGE OR LOSS CAUSED TO THE EMPLOYER, BY THE NEGLECT OR DEFAULT OF EMPLOYED PERSONS.

Factory,

(1) Serial number.	(2) Name.	(3) Father's or husband's name or workshop, departmental or gang number.	(4) Department or gang.	(5) Damage or loss caused.	(6) Whether worker showed cause against deduction or not and if so, date on which cause was shown.	(7) Amount of, and date on which, deduction imposed.	(8) Number of instalments, if any.	(9) Date on which total amount realized.	(10) Remarks.

FORM III.

(*See* Rule 17.)

REGISTER OF ADVANCES MADE TO EMPLOYED PERSONS.

Factory,

(1) Serial number.	(2) Name.	(3) Father's or husband's name or workshop, departmental or gang number.	(4) Department or gang.	(5) Amount of, and date on which advance made.	(6) Purpose(s) for which advance made.	(7) Number of instalments by which advance to be repaid.	(8) Postponements granted.	(9) Date on which total amount repaid.	(10) Remarks.

Koviloor Acadamy

FORM IV.

(*See* Rule 18.)

DEDUCTIONS FROM WAGES.

Return for the year ending 31*st December* 19 .

1. Name of factory and postal address————————

2. Total number of persons employed { Adults———— / Children————

3. Total wages paid————————

4. Number of cases and amounts realized as—

——	Number of cases.	Amounts.
(*a*) Fines		RS.
(*b*) Deductions for damage or loss		
(*c*) Deductions for breach of contract ..		

5. Disbursements from fine fund—

Amount.	Purpose.
RS.	

Signature————————

Designation————————

Dated————————19 .

FORM V.

(*See* Rule 22.)

ABSTRACT OF THE PAYMENT OF WAGES ACT, 1936, AND THE RULES MADE THEREUNDER.

Whom the Act affects.

1. The Act applies to the payment of wages to persons in this factory receiving less than Rs. 200 a month.

2. No employed person can give up by contract, or agreement, his rights under the Act.

Definition of Wages.

3. "Wages" means all remuneration payable to an employed person on the fulfilment of his contract of employment.

It includes bonus if provided for expressly or impliedly in the contract of employment and any sum payable for want of a proper notice of discharge.

It excludes—

(*a*) the value of house-accommodation, supply of light, water, medical attendance, or other amenity or of any service excluded by the Governor-General in Council or the Local Government ;

Koviloor Acadamy

(*b*) the employer's contribution to a pension or provident fund ;

(*c*) travelling allowance or concession or other special expenses entailed by the employment ; and

(*d*) any gratuity payable on discharge.

Responsibility for and Method of Payment.

4. The manager of the factory is responsible for the payment under the Act of wages to persons employed under him, and any contractor employing persons is responsible for payment to the persons he employs.

5. Wage-periods shall be fixed for the payment of wages at intervals not exceeding one month.

6. Wages shall be paid on a working day within seven days of the end of the wage-period (or within ten days if 1,000 or more persons are employed).

The wages of person who is discharged shall be paid not later than the second working day after his discharge.

7. Payments in kind are prohibited.

Fines and Deductions.

8. No deductions shall be made from wages except those authorized under the Act (*see* paragraphs 9–15 below).

9. (1) Fines can be imposed only for such acts and omissions as the employer has with the previous approval of the Chief Inspector of Factories, specified by a notice displayed at or near the main entrance of the factory and after giving the employed person an opportunity for explanation.

(2) Fines—

(*a*) shall not exceed half-an-anna in the rupee ;

(*b*) shall not be recovered by instalments, or after sixty days of the date of imposition ;

(*c*) shall be recorded in a register and applied to such purposes beneficial to the employed persons as are approved by the Chief Inspector of Factories ; and

(*d*) shall not be imposed on persons who are under the age of fifteen years.

10. (*a*) Deductions for absence from duty can be made only on account of the absence of the employed person at times when he should be working, and such deductions must not exceed an amount bearing the same proportion to his wages for the wage-period, as the period of his absence bears to the total period during which he should have been at work during the wage-period.

(*b*) If ten or more employed persons, acting in concert, absent themselves without reasonable cause and without due notice, the deduction for absence can include wages for eight days in lieu of notice, but :—

(1) No deduction for breaking a contract can be made from a person under the age of fifteen years.

(2) There must be a provision in writing forming part of the contract of employment, and requiring the employee to give notice of the termination of such employment, the period of such notice not exceeding either—

(i) fifteen days or the wage-period, whichever is less ; or

(ii) the period of notice which the employer is required to give of the termination of that employment.

(3) The above provision must be displayed at or near the main entrance of the factory.

(4) No deduction of this nature can be made until a notice that this deduction is to be made has been posted at or near the main entrance of the factory.

(5) No deduction must exceed the wages of the employed person for the period by which the notice he gives of leaving employment, is less than the notice he should give under his contract.

Koviloor Acadamy

11. Deductions can be made for damage to or loss of goods expressly entrusted to an employed person or for loss of money for which he is required to account, where such damage or loss is due to his neglect or default.

Such deduction cannot exceed the amount of the damage or loss caused and can be made only after giving the employed person an opportunity for explanation.

12. Deductions can be made, equivalent to the value thereof, for house accommodation, amenities, or services (other than tools and raw material) supplied by the employer, provided these are accepted by the employed person as a part of the terms of his employment and have in the case of amenities and services been authorized by order of the Local Government.

13. (*a*) Deductions can be made for the recovery of advances, or for adjustment of overpayment of wages.

(*b*) Advances made before the employment began can only be recovered from the first payment of wages for a complete wage-period but no recovery can be made of advances given for travelling expenses before employment began.

(*c*) Advances of unearned wages can be made at the paymaster's discretion during employment but must not exceed the amount of two months' wages without the permission of an Inspector.

These advances can be recovered by instalments, spread over not more than 12 months and the instalments must not exceed one-third, or if the wages are not more than Rs. 20, one-fourth of the wages for any wage-period.

14. Deductions can be made for subscription to and for repayment of advances from any recognized provident fund.

15. Deductions can be made for payments to co-operative societies approved by the Local Government or to the postal insurance, subject to any conditions imposed by the Local Government.

Inspections.

16. An Inspector can enter on any premises, and can exercise powers of inspection (including examination of documents and taking of evidence) as he may deem necessary for carrying out the purposes of the Act.

Complaints of Deductions or Delays.

17. (1) Where irregular deductions are made from wages, or delays in payment take place, an employed person can make an application in the prescribed form within six months to the Authority appointed by the Local Government for the purpose. An application delayed beyond this period may be rejected unless sufficient cause for the delay is shown.

(2) Any legal practitioner, official of a registered trade union, Inspector under the Act, or other person acting with the permission of the Authority can make the complaint on behalf of an employed person.

(3) A single application may be presented by, or on behalf of, any number of persons belonging to the same factory the payment of whose wages has been delayed.

Action by the Authority.

18. The Authority may award compensation to the employed person in addition to ordering the payment of delayed wages or the refund of illegal deductions.

If a malicious or vexatious complaint is made, the Authority may impose a penalty not exceeding Rs. 50 on the applicant and order that it be paid to the employer.

Appeal against the Authority.

19. An appeal in the prescribed form against a direction made by the Authority may be preferred, within thirty days in the City of Madras to the Court of Small Causes and to the District Court elsewhere—

(*a*) by the paymaster if the total amount directed to be paid exceeds Rs. 300

(*b*) by an employed person, if the total amount of wages withheld from him or his co-workers, exceeds Rs. 50; and

(*c*) by a person directed to pay a penalty for a malicious or vexatious application.

Koviloor Acadamy

Punishments for Breaches of the Act.

20. Any one delaying the payment of wages beyond the due date, or making any unauthorized deduction from wages is liable to a fine up to Rs. 500, but only if prosecuted with the sanction of the Authority or the appellate Court.

21. The paymaster who—

(1) does not fix a wage-period, or

(2) makes payment in kind, or

(3) fails to display at or near the main entrance of the factory this Abstract in English and in the language of the majority of the employed persons, or

(4) breaks certain rules made under the Act,

is liable to a fine not exceeding Rs. 200.

A complaint to this effect can be made only by the Inspector, or with his sanction.

FORM VI.

(*See* Rule 6-A.)

Serial number.	Class of worker.	Maximum and minimum rates of wages.
(1)	(2)	(3)

(G.O. No. 492, Development, dated 27th February 1939.)

[I list, 1–4–39]

Koviloor Acadamy

THE PAYMENT OF WAGES (PROCEDURE) RULES, 1937.

1. *Short Title.*—These rules may be called the Payment of Wages (Procedure) Rules, 1937.

2. *Definitions.*—In these rules, unless there is anything repugnant in the subject or context,—

(*a*) " the Act " means the Payment of Wages Act (IV of 1936) ;

(*b*) " appeal " means an appeal under section 17 ;

(*c*) " the Authority " means the authority apppointed under sub-section (1) of section 15 ;

(*d*) " the Court " means the court mentioned in sub-section (1) of section 17 ;

(*e*) " employer " includes the persons responsible for the payment of wages under section 3 ;

(*f*) " section " means a section of the Act ;

(*g*) " Form " means a form appended to these rules ;

(*h*) words and expressions defined in the Act shall be deemed to have the same meaning as in the Act.

3. *Form of application.*—Applications under sub-section (2) of section 15 by or on behalf of an employed person or group of employed persons shall be made in duplicate in Form A, Form B or Form C as the case may be, one copy of which shall bear such court-fee as may be prescribed.

4. *Authorization.*—The authorization to act on behalf of an employed person or persons, under section 15 shall be given by a certificate in Form D, shall be presented to the Authority hearing the application and shall form part of the record.

5. *Permission to appear.*—Any person desiring the permission of the Authority to act on behalf of any employed person or persons shall present to the Authority a brief written statement explaining his interest in the matter, and the Authority shall record an order on the statement, which in the case of refusal shall include reasons for the order, and shall incorporate it in the record.

6. *Presentation of documents.*—(1) Applications or other documents relevant to an application may be presented in person to the Authority at any time during hours to be fixed by the Authority, or may be sent to him by registered post.

(2) The Authority shall at once endorse, or cause to be endorsed, on each document the date of the presentation or receipt as the case may be.

Koviloor Acadamy

7. *Refusal to entertain application.*—(1) The Authority may refuse to entertain an application presented under rule 6, if after giving the applicant an opportunity of being heard, the Authority is satisfied, for reasons to be recorded in writing that :—

(*a*) the applicant is not entitled to present an application, or

(*b*) the application is barred by reason of the provisions in the provisos to sub-section (2) of section 15, or

(*c*) the applicant shows no sufficient cause for making a direction under section 15.

(2) The Authority may refuse to entertain an application which is insufficiently stamped or is otherwise incomplete and, if he so refuses, shall return it at once with an indication of the defects. If the application is presented again after the defects have been made good, the date of re-presentation shall be deemed to be the date of presentation for the purposes of the provisos to sub-section (2) of section 15.

8. *Appearance of parties.*—(1) If the application is entertained, the Authority shall call upon the employer by a notice in Form E to appear before him on a specified date together with all relevant documents and witnesses, if any, and shall inform the applicant of the date so specified.

(2) If the employer or his representative fails to appear on the specified date, the Authority may proceed to hear and determine the application *ex parte*.

(3) If the applicant fails to appear on the specified date, the Authority may dismiss the application :

Provided that an order passed under sub-rule (2) or sub-rule (3) may be set aside and the application reheard on good cause being shown within one month of the date of the said order, notice being served on the opposite party of the date fixed for rehearing.

9. *Record of proceedings.*—(1) The Authority shall in all cases enter the particulars indicated in Form F and at the time of passing orders shall sign and date the Form.

(2) In a case where no appeal lies, no further record shall be necessary.

(3) In a case where an appeal lies, the authority shall record the substance of the evidence and shall append it under his signature to the record of direction in Form F.

10. *Signature on forms.*—Any form, other than a Record of Direction, which is required by these rules to be signed by the Authority, may be signed under his direction and on his behalf by an officer subordinate to him appointed by him in writing for this purpose.

Koviloor Acadamy

11. *Exercise of powers.*—In exercising the powers of a Civil Court conferred by section 18 the Authority shall be guided in respect of procedure by the relevant orders of the first Schedule of the Code of Civil Procedure, 1908, with such alterations as the Authority may find necessary, not affecting their substance, for adapting them to the matter before him, and save where they conflict with the express provisions of the Act or these rules.

12. *Appeals.*—(1) An appeal shall be preferred in duplicate in the form of a memorandum one copy of which shall bear the prescribed Court-fee, setting forth concisely the grounds of objection to the direction and shall be accompanied by a certified copy of that direction.

(2) When an appeal is lodged a notice shall issue to the respondent in Form G.

(3) The Court after hearing the parties and after such further enquiry, if any, as it may deem necessary, may confirm, vary, or set aside the direction from which the appeal is preferred, and shall make an order accordingly.

13. *Inspection of documents.*—Any employed person, or any employer or his representative, or any person permitted under sub-section (2) of section 15 to apply for a direction, shall be entitled to inspect any application, memorandum of appeal, or any other document filed with the Authority or the Court, as the case may be, in a case to which he is a party, and may obtain copies thereof on the payment of such fees as may be prescribed.

Koviloor Acadamy

FORM A.

Form of Individual Application.

[See sub-section (2) of section 15 of the Payment of Wages Act.]

In the Court of the Authority appointed under the Payment of Wages Act (IV of 1936) for————————area.

Application No.————of 193 .

Between A. B. C.————applicant

(through a legal practitioner————

————

an official of————

which is a registered trade union).

And X. Y. Z.————opposite party

The applicant states as follows :—

1. A. B. C. is a person employed $\frac{\text{in}}{\text{on}}$ the

$\frac{\text{factory}}{\text{railway}}$ entitled

$\frac{\text{industrial establishment}}{}$

and resides at

The address of the applicant for the service of all notices and processes is :—

2. X. Y. Z., the opposite party, is the person responsible for the payment of his wages under section 3 of the Act, and his address for the service of all notices and processes is :—

3. (1) The applicant's wages have not been paid for the following wage period(s) (give dates)
Or A sum of Rs.————has been unlawfully deducted from his wages of ————(amount) for the wage period(s) which ended on [give date(s)].

(2) [Here give any further claim or explanation.]

4. The applicant estimates the value of the relief sought by him at the sum of rupees————.

5. The applicant prays that a direction may be issued under sub-section (3) of section 15 for—

(*a*) Payment of his delayed wages as estimated or such greater or lesser amount as the Authority may find to be due.

Or Refund of the amount illegally deducted.

(*b*) Compensation amounting to

The applicant certifies that the statement of facts contained in this application is to the best of his knowledge and belief accurate.

Signature or thumb-impression of the employed person, or legal practitioner, or official of a registered trade union duly authorized.

Koviloor Acadamy

FORM B.

FORM OF GROUP APPLICATION.

[See sub-section (2) of section 15 and section 16 of the Payment of Wages Act.]

In the Court of the Authority appointed under the Payment of Wages Act (IV of 1936) for ——————————————————————area.

Application No. ——————of 193 .

Between A. B. C. and (state the number)——————————others, applicants ;

(through ——————————————————————— a legal practitioner / an official of ——————————————————————which is a registered trade union).

And X. Y. Z.——————————————, opposite party.

The applicants state as follows :—

1. The applicants whose names appear in the attached schedule are persons employed in / on the factory / railway / industrial establishment entitled.

The address of the applicants for service of all notices and processes is :—

2. X. Y. Z., the opposite party, is the person responsible for the payment of wages under section 3 of the Act, and his address for the service of all notices and processes is : —

3. The applicants' wages have not been paid for the following wage period(s) :—

4. The applicants estimate the value of the relief sought by them at the sum of rupees——————————.

5. The applicants pray that a direction may be issued under sub-section (3) of section 15 for :—

(*a*) Payment of the applicants' delayed wages as estimated ——————————or such greater or lesser amount as the Authority may find to be due.

(*b*) Compensation amounting to——————————.

The applicants certify that the statement of facts contained in this application is to the best of their knowledge and belief accurate.

Signature or thumb-impression of two of the applicants, or legal practitioner, or an official of a registered trade union duly authorized.

SCHEDULE.

Names of applicants :—

1.

2.

3.

4.

*

*

Koviloor Acadamy

FORM C.

FORM OF APPLICATION BY AN INSPECTOR OR PERSON PERMITTED BY THE AUTHORITY OR AUTHORIZED TO ACT.

[See sub-section (2) of section 15 and section 16 of the Payment of Wages Act.]

In the Court of the Authority appointed under the Payment of Wages Act, for————————————area.

Application No.————————of 193 .

Between

A. B. C. [(*designation*) an Inspector under the Payment of Wages Act] [*or* a person $\frac{\text{permitted by the authority}}{\text{authorized}}$ to act under sub-section (2) of section 15]————————————applicant.

And

X. Y. Z.————————————the opposite party.

The applicant states as follows :—

1. X. Y. Z., the opposite party is the person responsible under the Act for the payment of wages to the following person(s) :—

(1)

(2)

(3)

*

*

2. His address for the service of all notices and processes is :—

3. The wages of the said person(s) due in respect of the following wage period (s) $\frac{\text{have not been paid}}{\text{have been subjected to the following illegal deductions}}$:—

4. The applicant estimates the value of the relief sought for the person (s) employed at the sum of Rs.————————.

5. The applicant prays that a direction may be issued under sub-section (3) of section 15 for :—

(*a*) Payment of the delayed wages as estimated or such greater or lesser amount as the Authority may find to be due.

Or Refund of the amount illegally deducted.

(*b*) Compensation amounting to

The applicant certifies that the statement of facts contained in this application is to the best of his knowledge and belief accurate.

Signature.

Koviloor Acadamy

FORM D.

Certificate of Authorization.

$\frac{\text{I}}{\text{We}}$ employed person(s) hereby authorize $\frac{\text{a legal practitioner}}{\text{an official of}}$ which is a registered trade union to act on $\frac{\text{my}}{\text{our}}$ behalf under section 15, and section 17 of the Payment of Wages Act (IV of 1936) in respect of the claim against———————————————on account of the $\left\{\begin{array}{l}\text{delay in payment of}\\ \text{illegal deductions from}\end{array}\right\}\frac{\text{my}}{\text{our}}$ wages.

or———————————————.

Witnesses (1) Signature (1)

(2) (2)

(3) (3)

(4) (4)

* *

* *

* *

I accept the authorization.

Signature.

Legal practitioner.
Official of a registered trade union.

FORM E.

Notice for the Disposal of Application.

To

Whereas under the Payment of Wages Act, 1936 (IV of 1936), a claim against you has been presented to me in the application of which a copy is enclosed, you are hereby called upon to appear before me either in person, or by any person duly instructed, and able to answer all material questions relating to the application, or who shall be accompanied by some person able to answer all such questions on the ———————day of———————19 at————o'clock in the $\frac{\text{fore}}{\text{after}}$ noon to answer the claim; and as the day fixed for your appearance is appointed for the final disposal of the application, you must be prepared to produce on that day all the witnesses upon whose evidence, and the documents upon which you intend to rely in support of your defence.

Take notice that, in default of your appearance on the day before mentioned, the application will be heard and determined in your absence.

Given under my hand and seal, this day of————————193 .

Seal.

Authority.

Koviloor Acadamy

FORM F.

RECORD OF DIRECTION.

(1) Serial number———————————————————————

(2) Date of the application———————————————

(3) Name or names, parentage, address, or addresses of the applicants, or some, or all of the applicants belonging to the same unpaid group :—

(4) Name and address of the employer :—

(5) Amount claimed :—
(*a*) as delayed wages : Rs.————————
(*b*) as deducted from wages : Rs.————————

(6) Plea of the employer and his examination (if any) :—

(7) Finding, and in the case of a direction under sub-section (3) or (4) of section 15, a brief statement of the reasons therefor :—

Rs.

(8) Amounts awarded—
(*a*) Delayed wages———————————————
(*b*) Deducted wages———————————————

(9) Compensation awarded———————————————

(10) Penalty imposed———————————————

(11) Costs awarded to—
(i) Court-fee charges———————————————
(ii) Pleader's fee———————————————
(iii) Witnesses expenses———————————————

Signed———————————

Dated———————————

NOTE.—*In cases where an appeal lies attach on a separate sheet the substance of the evidence.*

FORM G.

NOTICE TO RESPONDENT OF THE DAY FIXED FOR THE HEARING OF THE APPEAL UNDER SECTION 17 OF THE PAYMENT OF WAGES ACT, 1936.

Appeal from the decision of the Authority for the————————————area, dated the————————day of————————193 .

To

Respondent.

Take notice that an appeal of which a copy is enclosed, from the decision of the Authority for————————area has been presented by X. Y. Z. (and others), and registered in this Court, and that the————————day of————————193 , has been fixed by this Court for the hearing of this appeal.

If no appearance is made on your behalf by yourself, or by some one by law authorized to act for you in this appeal, it will be heard and decided in your absence.

Given under my hand and the seal of the Court, this———————————day of————————193 .

Judge.

Seal of the Court.

Koviloor Acadamy

THE PAYMENT OF WAGES (RAILWAYS) RULES, 1937.

1. *Title and application.*—(*1*) These rules may be called the Payment of Wages (Railways) Rules, 1937.

(*2*) These rules apply in respect of the payment of wages to persons employed upon any railway (including factories) by or under a Railway Administration.

2. *Definitions.*—In these rules, unless there is anything repugnant in the subject or context,—

(*a*) " the Act " means the Payment of Wages Act (IV of 1936) ;

(*b*) " the Authority " means the authority appointed under sub-section (*1*) of section 15 of the Act ;

(*c*) " the Chief Inspector of Factories " means the Chief Inspector of Factories appointed under sub-section (*2*) of section 10 of the Factories Act (XXV of 1934) ;

(*d*) " the Court " means the court mentioned in sub-section (*1*) of section 17 of the Act ;

(*e*) " deduction for breach of contract " means a deduction made in accordance with the provisions of the proviso to sub-section (*2*) of section 9 ;

(*f*) " deduction for damage or loss " means a deduction made in accordance with the provisions of clause (*c*) of sub-section (*2*) of section 7 ;

(*g*) " Form " means a form appended to these rules ;

(*h*) " Inspector " means an inspector authorized by or under section 14 of the Act ;

(*i*) " person employed " does not include any person to the payment of whose wages the Act does not apply ;

(*j*) " section " means a section of the Act ;

(*k*) " paymaster " means the Railway Administration or other person or persons who may be nominated as such by the Railway Administration under clause (*c*) of section 3 ;

(*l*) " the Supervisor " means the Supervisor of Railway Labour appointed under sub-section (*1*) of section 71G of the Indian Railways Act (IX of 1890) ;

(*m*) words and expressions defined in the Act shall be deemed to have the same meaning as in the Act.

Koviloor Acadamy

3. *Register of fines.*—(1) On any railway of which the Railway Administration has obtained approval under sub-section (*1*) of section 8 to a list of acts and omissions in respect of which fines may be imposed, the paymaster shall maintain a Register of Fines in Form I.

(2) At the beginning of the Register of Fines there shall be entered serially numbered the approved purpose or purposes on which the fines realized are to be expended.

(3) When any disbursements are made from the fines realized, a deduct entry of the amount so expended shall be made in the Register of Fines, and a voucher or receipt in respect of the amount shall be affixed to the Register. If more than one purpose has been approved the entry of the disbursement shall also indicate the purpose for which it is made.

4. *Register of deductions for damage or loss.*—On every railway in which deductions for damage or loss are made the paymaster shall maintain the Register required by sub-section (*2*) of section 10 in Form II.

5. *Register of wages.*—A Register of Wages shall be maintained by every Railway Administration and may be kept in such form as the paymaster finds convenient but shall include the following particulars :—

(*a*) the gross wages of each person employed for each wage period ;

(*b*) all deductions made from those wages, with an indication, in each case, of the clause of sub-section (*2*) of section 7 under which the deduction is made ;

(*c*) the wages actually paid to each person employed for each wage period.

6. *Maintenance of registers.*—The registers required by rules 3, 4 and 5 shall be preserved for twelve months after the date of the last entry made in them.

7. *Places for displaying notices.*—The Supervisor shall specify such place or places on the railway, other than factories, as he thinks fit (hereinafter referred to as " specified place " or " specified places ") for the display of notices, lists and rules under rules 8, 12 and 16.

8. *Notice of dates of payment.*—The paymaster shall display, in a conspicuous place at or near the main entrance of every factory in his jurisdiction, and at the specified place or specified places, a notice, in English and in the language of the majority of the persons employed at such factories or places showing for not less than two months in advance, the days on which wages are to be paid.

9. *Prescribed authority.*—The Chief Inspector of Factories, in respect of factories in his jurisdiction, and the Supervisor, in other

Koviloor Acadamy

cases, shall be the authority competent to approve, under sub-section (*1*) of section 8, acts and omissions in respect of which fines may be imposed and, under sub-section (*8*) of section 8, the purposes to which the proceeds of fines shall be applied.

10. *Application in respect of fines.*—Every Railway Administration requiring the power to impose fines in respect of any acts and omissions on the part of employed persons shall send to the Chief Inspector of Factories or the Supervisor, as the case may be—

(*a*) a list, in English, in duplicate, clearly defining such acts and omissions ;

(*b*) in cases where the Railway Administration itself does not intend to be the sole authorityempowered to impose fines, a list, in duplicate, showing, by virtue of office, such of its officers as may pass orders imposing fines and the class of establishment on which any such officer may impose fine.

11. *Approval of list of acts and omissions.*—The authority prescribed under rule 9 may, on receipt of the list prescribed in sub-rule (*a*) of rule 10, and after such enquiry as he considers necessary pass orders in respect of the list referred to in clause (*a*) of rule 10 either—

(*a*) disapproving the list,

(*b*) approving the list either in its original form or as amended by him, in which case such list shall be deemed to have been approved under sub-section (*1*) of section 8 :

Provided that no order disapproving or amending the list shall be passed unless the Railway Administration shall have been given an opportunity of showing cause orally or in writing against such order.

12. *Posting of list.*—The Railway Administration shall display at or near the main entrance of every factory, and at the specified place or specified places, a copy in English, together with a literal translation thereof, in the language of the majority of the persons employed at such factory or place, of the list approved under rule 11.

13. *Persons authorized to impose fines.*—No fine may be imposed by any person other than the Railway Administration, or a person holding an appointment named in the list referred to in sub-rule (*b*) of rule 10.

14. *Procedure in imposing fines and deductions.*—No fine shall be imposed on and no deductions made from a person employed upon a railway except in accordance with the procedure laid down in the rules and regulations in force on the Railway Administration, and no fine shall be imposed or deduction made until the employed person has been given an opportunity of showing cause against such imposition or deduction.

15. *Information to paymaster.*—The person imposing a fine or directing the making of a deduction for damage or loss shall at once inform the paymaster of all particulars necessary for the completion of the register prescribed in rule 3 or rule 4, as the case may be.

Koviloor Acadamy

16. *Deductions under the proviso to sub-section (2) of section 9.*—(*1*) No deduction under the proviso to sub-section (*2*) of section 9 shall be made from the wages of an employed person who is under the age of fifteen years or is a woman.

(*2*) No such deduction shall be made from the wages of any employed person unless—

(*a*) there is provision in writing in the terms of the contract of employment requiring him to give notice of the termination of his employment ; and

(*i*) the period of this notice does not exceed fifteen days or the wage-period, whichever is less ; and

(*ii*) the period of this notice does not exceed the period of notice which the employer is required to give of the termination of that employment ;

(*b*) this rule has been displayed in English and in the language of the majority of the employed persons at or near the main entrance of the factory, and at the specified place or specified places, concerned, and has been so displayed for not less than one month before the commencement of the absence in respect of which the deduction is made ;

(*c*) a notice has been displayed at or near the main entrance of the factory, and at the specified place or specified places concerned, giving the names of the persons from whom the deduction is proposed to be made, the number of days' wages to be deducted and the conditions (if any) on which the deduction will be remitted :

Provided that where the deduction is proposed to be made from all the persons employed in any departments or sections or factories of the railway, it shall be sufficient, in lieu of giving the names of the persons in such departments, sections, or factories to specify the departments, sections, or factories affected.

(*3*) No such deduction shall exceed the wages of the person employed for the period by which the notice of termination of service given falls short of the period of such notice required by the contract of employment.

(*4*) If any conditions have been specified in the notice displayed under clause (*c*) of sub-rule (*2*), no such deduction shall be made from any person who has complied with such conditions.

17. *Annual return.*—Every Railway Administration in which during the year ending the 31st March any fines have been imposed or any deductions for breach of contract or for damage or loss have been made from wages, shall send a return in Form III so as to reach the Chief Inspector of Factories or the Supervisor, as the case may be, not later than the 15th of May following the end of the year to which it relates.

Koviloor Acadamy

18. *Costs and court-fees.*—The scales of costs which may be allowed in, and the amount of court-fees payable in respect of proceedings under the Act to which these rules apply shall be such scales and such amount as are prescribed by the Local Government in that behalf for the Authority or Court concerned.

19. *Abstracts.*—The abstracts of the Act and of the rules made thereunder to be displayed under section 25 shall be in Form IV.

20. *Penalties.*—Any breach of rules 3, 4, 5, 6, 8, 12, 15 and 17 of these rules shall be punishable with fine which may extend two hundred rupees.

FORM I.

REGISTER OF FINES.

Railway { Department. / Division. / District. / Factory. }

Serial number. (1)	Name. (2)	Father's name. (3)	Department. (4)	Act or omission for which fine imposed. (5)	Whether workman showed cause against fine or not. If so, enter date. (6)	Rate of wages. (7)	Date and amount of fine imposed. (8)	Date on which fine realized. (9)	Remarks. (10)

Koviloor Acadamy

FORM II.

REGISTER OF DEDUCTIONS FOR DAMAGE OR LOSS CAUSED TO THE EMPLOYER BY THE NEGLECT OR DEFAULT OF THE EMPLOYED PERSONS.

Railway { Department. / Division. / District. / Factory. }

Serial number. (1)	Name. (2)	Father's name. (3)	Department. (4)	Damage or loss caused. (5)	Whether worker showed cause against deduction or not. If so, enter date. (6)	Date and amount of deduction imposed. (7)	Numbers of instalments, if any. (8)	Date on which total amount realized. (9)	Remarks. (10)

FORM III.

DEDUCTIONS FROM WAGES.

Return for the year ending 31*st March* 19 .

1. Name of railway / factory and postal address of headquarters.
2. Total number of persons employed { Adults / Children }
3. Total wages paid
4. Number of cases and amounts realized as—

——	Number of cases.	Amounts.
(*a*) Fines		
(*b*) Deductions for damage or loss		
(*c*) Deductions for breach of contract ..		

5. Disbursements from fine fund—

——	Amount.	Purpose.
	Rs.	

Signature

Designation

Dated 19 .

Koviloor Acadamy

FORM IV.

ABSTRACT OF THE PAYMENT OF WAGES ACT, 1936, AND THE RULES MADE THEREUNDER.

Whom the Act affects.

1. The Act applies to the payment of wages to persons in this factory receiving less than Rs. 200 a month.

2. No employed person can give up by contract or agreement his rights under the Act.

Definition of Wages.

3. "Wages" means all remuneration payable to an employed person on the fulfilment of his contract of employment.

It includes bonus and any sum payable for want of a proper notice of discharge.

It excludes—

(*a*) the value of house-accommodation, supply of light, water, medical attendance, or other amenity or of any service excluded by the Governor-General in Council or the Local Government;

(*b*) the employer's contribution to a pension or provident fund;

(*c*) travelling allowance or concession or other special expenses entailed by the employment;

(*d*) any gratuity payable on discharge.

Responsibility for and Method of Payment.

4. The manager of the factory is responsible for the payment under the Act of wages to persons employed under him, and any contractor employing persons is responsible for payment to the persons he employs.

5. Wage-periods shall be fixed for the payment of wages at intervals not exceeding one month.

6. Wages shall be paid on a working day within seven days of the end of the wage-period (or within ten days if 1,000 or more persons are employed).

The wages of a person discharged shall be paid not later than the second working day after his discharge.

7. Payments in kind are prohibited.

Fines and Deductions.

8. No deductions shall be made from wages except those authorized under the Act (*see* paragraphs 9—15 below).

9. (1) Fines can be imposed only for such acts and omissions as the employer may, with the previous approval of the Chief

Inspector of Factories, specify by a notice displayed at or near the main entrance of the factory and after giving the employed person an opportunity for explanation.

(2) *Fines*—

(*a*) shall not exceed half-an-anna in the rupee ;

(*b*) shall not be recovered by instalments, or later than sixty days of the date of imposition ;

(*c*) shall be recorded in a register and applied to such purposes beneficial to the employed persons as approved by the Chief Inspector of Factories ;

(*d*) shall not be imposed on a child.

10. (*a*) Deductions for absence from duty can be made only on account of the absence of the employed person at times when he should be working, and such deductions must not exceed an amount which is in the same proportion to his wages for the wage period, as the time he was absent in that period is to the total time he should have been at work.

(*b*) If ten or more employed persons, acting in concert, absent themselves without reasonable cause and without due notice, the deduction for absence can include wages for eight days in lieu of notice, but :—

(1) No deduction for breaking a contract can be made from a person under 15 or a woman.

(2) There must be a provision in writing which form part of the contract of employment, requiring that a specified period of notice of intention to cease work not exceeding 15 days or the period of notice which the employer has to give to discharge a worker, must be given to the employer and that wages may be deducted in lieu of such notice.

(3) The above provision must be displayed at or near the main entrance of the factory.

(4) No deduction of this nature can be made until a notice that this deduction is to be made has been posted at or near the main entrance of the factory.

(5) No deduction must exceed the wages of the employed person for the period by which the notice he gives of leaving employment, is less than the notice he should give under his contract.

11. Deductions can be made for damage to or loss of goods expressly entrusted to an employed person or for loss of money for which he is required to account, where such damage or loss is due to his neglect or default.

Such deduction cannot exceed the amount of the damage or loss caused and can be made only after giving the employed person an opportunity for explanation.

Koviloor Acadamy

12. Deductions can be made, equivalent to the value thereof, for house accommodation, amenities, or services (other than tools, and raw material) supplied by the employer, provided these are accepted by the employed person as a part of the terms of his employment and have in the case of amenities and services been authorized by order of Government.

13. (*a*) Deductions can be made for the recovery of advances or for adjustment of overpayment of wages.

(*b*) Advances made before the employment began can only be recovered from the first payment of wages for a complete wage-period but no recovery can be made of advances given for travelling expenses before employment began.

(*c*) Advances of unearned wages can be made at the pay-master's discretion during employment.

14. Deductions can be made for subscription to and for repayment of advances from any recognized provident fund.

15. Deductions can be made for payments to co-operative societies approved by the Local Government or to the postal insurance, subject to any conditions imposed by the Local Government.

Inspections.

16. An Inspector can enter on any premises, and can exercise powers of inspection (including examination of documents and taking of evidence) as he may deem necessary for carrying out the purposes of the Act.

Complaints of Deductions or Delays.

17. (1) Where irregular deductions are made from wages, or delays in payment take place, an employed person can make an application in the prescribed form within six months to the Authority appointed by the Local Government for the purpose. An application delayed beyond this period may be rejected unless sufficient cause for the delay is shown.

(2) Any legal practitioner, official of a registered trade union, Inspector under the Act, or other person acting with the permission of the Authority can make the complaint on behalf of an employed person.

(3) A single application may be presented by or on behalf of, any number of persons belonging to the same factory the payment of whose wages has been delayed.

Action by the Authority.

18. The Authority may award compensation to the employed person in addition to ordering the payment of delayed wages or the refund of illegal deductions.

Koviloor Acadamy

If a malicious or vexatious complaint is made, the Authority may impose a penalty not exceeding Rs. 50 on the applicant and order that it be paid to the employer.

Appeal against the Authority.

19. An appeal in the prescribed form against a direction made by the Authority may be preferred within 30 days in Madras, Bombay, Calcutta, Rangoon to the Court of Small Causes and elsewhere to the District Court—

(*a*) by the paymaster if the total amount directed to be paid exceeds Rs. 300 ;

(*b*) by an employed person, if the total amount of wages withheld from him or his co-workers, exceeds Rs. 50 ;

(*c*) by a person directed to pay a penalty for a malicious or vexatious application.

Punishments for Breaches of the Act.

20. Any one delaying the payment of wages beyond the due date, or making any unauthorized deduction from wages is liable to a fine up to Rs. 500, but only if prosecuted with the sanction of the Authority or the appellate Court.

21. The paymaster who,—

(1) does not fix a wage-period, or

(2) makes payment in kind, or

(3) fails to display at or near the main entrance of the factory this Abstract in English and in the language of the majority of the employed persons, or

(4) breaks certain rules made under the Act,

is liable to a fine not exceeding Rs. 200.

A complaint to this effect can be made only to the Inspector, or with his sanction.

Koviloor Acadamy

THE PAYMENT OF WAGES (FEDERAL RAILWAYS) RULES, 1938.

1. *Title and application.*—(1) These rules may be called the Payment of Wages (Federal Railways) Rules, 1938.

(2) These rules apply in respect of the payment of wages to persons employed upon any federal railway (including factories) by or under a Railway Administration.

2. *Definitions.*—In these rules, unless there is anything repugnant in the subject or context—

(*a*) "the Act" means the Payment of Wages Act (IV of 1936);

(*b*) "the Authority" means the authority appointed under sub-section (1) of section 15 of the Act;

(*c*) "the Court" means the court mentioned in sub-section (1) of section 17 of the Act;

(*d*) "deduction for breach of contract" means a deduction made in accordance with the provisions of the proviso to sub-section (2) of section 9;

(*e*) "deduction for damage or loss" means a deduction made in accordance with the provisions of clause (*c*) of sub-section (2) of section 7;

(*f*) "Federal Railway" has the same meaning as in the Government of India Act, 1935;

(*g*) "Form" means a form appended to these rules;

(*h*) "Inspector" means an inspector authorized by or under section 14 of the Act;

(*i*) "person employed" does not include any person to the payment of whose wages the Act does not apply;

(*j*) "section" means a section the of Act;

(*k*) "paymaster" means the Railway Administration or other person or persons who may be nominated as such by the Railway Administration under clause (*c*) of section 3;

(*l*) "the Supervisor" means the supervisor of Railway Labour appointed by notification in the Gazette of India under sub-section (1) of section 71-G of the Indian Railways Act (IX of 1890);

(*m*) words and expressions defined in the Act shall be deemed to have the same meaning as in the Act.

Koviloor Acadamy

3. *Register of fines.*—(1) On any railway of which the Railway Administration has obtained approval under sub-section (1) of section 8 to a list of acts and omissions in respect of which fines may be imposed, the paymaster shall maintain a Register of Fines in Form I.

(2) At the beginning of the Register of Fines there shall be entered serially numbered the approved purpose or purposes on which the fines realized are to be expended.

(3) When any disbursements are made from the fines realized, a deduct entry of the amount so expended shall be made in the Register of Fines, and a voucher or receipt in respect of the amount shall be affixed to the Register. If more than one purpose has been approved the entry of the disbursement shall also indicate the purpose for which it is made.

4. *Register of deductions for damage or loss.*—On every railway in which deductions for damage or loss are made the paymaster shall maintain the register required by sub-section (2) of section 10 in Form II.

5. *Register of wages.*—A Register of Wages shall be maintained by every Railway Administration and may be kept in such form as the paymaster finds convenient but shall include the following particulars :—

(*a*) the gross wages of each person employed for each wage period ;

(*b*) all deductions made from those wages, with an indication, in each case, of the clause of sub-section (2) of section 7 under which the deduction is made ;

(*c*) the wages actually paid to each person employed for each wage period.

6. *Maintenance of registers.*—The registers required by rules, 3, 4 and 5 shall be preserved for twelve months after the date of the last entry made in them.

7. *Places for displaying notices.*—The Supervisor shall specify such place or places on the railway, other than factories, as he thinks fit (hereinafter referred to as " specified place " or " specified places ") for the display of notices, lists and rules under rules 8, 12 and 16.

8. *Notice of dates of payment.*—The paymaster shall display, in a conspicuous place at or near the main entrance of every factory in his jurisdiction, and at the specified place or specified places, a notice, in English and in the language of the majority of the persons employed at such factories or places showing for not less than two months in advance, the days on which wages are to be paid,

Koviloor Acadamy

9. *Prescribed authority.*—The Supervisor shall be the authority competent to approve, under sub-section (1) of section 8, acts and omissions in respect of which fines may be imposed and, under sub-section (8) of section 8, the purpose to which the proceeds of fines shall be applied.

10. *Application in respect of fines.*—Every Railway Administration requiring the power to impose fines in respect of any acts and omissions on the part of employed persons shall send to the Supervisor—

(*a*) a list, in English, in duplicate, clearly defining such acts and omissions ;

(*b*) in cases where the Railway Administration itself does not intend to be the sole authority empowered to impose fines, a list, in duplicate, showing, by virtue of office, such of its officers as may pass orders imposing fines and the class of establishment on which any such officer may impose fine.

11. *Approval of list of acts and omissions.*—The Supervisor may, on receipt of the list prescribed in sub-rule (*a*) of rule 10, and after such enquiry as he considers necessary, pass orders in respect of the list referred to in clause (*a*) of rule 10 either—

(*a*) disapproving the list,

(*b*) approving the list either in its original form or as amended by him, in which case such list shall be deemed to have been approved under sub-section (1) of section 8 :

Provided that no order disapproving or amending the list shall be passed unless the Railway Administration shall have been given an opportunity of showing cause orally or in writing against such order.

12. *Posting of list.*—The Railway Administration shall display at or near the main entrance of every factory, and at the specified place or specified places, a copy in English, together with a literal translation thereof, in the language of the majority of the persons employed at such factory or place, of the list approved under rule 11.

13. *Persons authorized to impose fines.*—No fine may be imposed by any person other than the Railway Administration, or a person holding an appointment named in the list referred to in sub-rule (*b*) of rule 10.

14. *Procedure in imposing fines and deductions.*—No fine shall be imposed on and no deductions made from a person employed upon a railway except in accordance with the procedure laid down in the rules and regulations in force on the Railway Administration, and no fine shall be imposed or deduction made until the employed person has been given an opportunity of showing cause against such imposition or deduction.

Koviloor Acadamy

15. *Information to paymaster.*—The person imposing a fine or directing the making of a deduction for damage or loss shall at once inform the paymaster of all particulars necessary for the completion of the register prescribed in rule 3 or rule 4, as the case may be.

16. *Deductions under the proviso to sub-section (2) of section 9.*—(1) No deduction under the proviso to sub-section (2) of section 9 shall be made from the wages of an employed person who is under the age of fifteen years or is a woman.

(2) No such deduction shall be made from the wages of any employed person unless :—

(*a*) there is a provision in writing in the terms of the contract of employment requiring him to give notice of the termination of his employment ; and

(i) the period of this notice does not exceed fifteen days or the wage-period, whichever is less ; and

(ii) the period of this notice does not exceed the period of notice which the employer is required to give of the termination of that employment ;

(*b*) this rule has been displayed in English and in the language of the majority of the employed persons at or near the main entrance of the factory, and at the specified place or specified places concerned, and has been so displayed for not less than one month before the commencement of the absence in respect of which the deduction is made ;

(*c*) a notice has been displayed at or near the main entrance of the factory, and at the specified place or specified places, concerned giving the names of the persons from whom the deduction is proposed to be made, the number of days' wages to be deducted and the conditions (if any) on which the deduction will be remitted.

Provided that where the deduction is proposed to be made from all the persons employed in any departments or sections or factories of the railway, it shall be sufficient, in lieu of giving the names of the persons in such departments, sections or factories to specify the departments, sections or factories affected.

(3) No such deduction shall exceed the wages of the person employed for the period by which the notice of termination of service given falls short of the period of such notice required by the contract of employment.

(4) If any conditions have been specified in the notice displayed under clause (*c*) of sub-rule (2), no such deduction shall be made from any person who has complied with such conditions.

Koviloor Acadamy

17. *Annual return.*—Every Railway Administration in which during the year ending the 31st March any fines have been imposed or any deductions for breach of contract or for damage or loss have been made from wages, shall send a return in Form III so as to reach the Supervisor not later than the 15th of May following the end of the year to which it relates.

18. *Procedure, costs and court-fees.*—The procedure to be followed by the authorities appointed under sub-section (1) of section 15 and the Courts mentioned in sub-section (1) of section 17, of the Act, the scales of costs which may be allowed in, and the amount of court-fees payable in respect of, proceedings under the Act to which these rules apply shall be such procedure, scales and amount as are from time to time prescribed by the Provincial Government in the exercise of its powers under the Act in that behalf for the Authority or Court concerned.

19. *Abstracts.*—The abstracts of the Act and of the rules made thereunder to be displayed under section 25 shall be in Form IV.

20. *Penalties.*—Any breach of rules 3, 4, 5, 6, 8, 12, 15 and 17 of these rules shall be punishable with fine which may extend to two hundred rupees.

FORM I.

REGISTER OF FINES.

Railway $\frac{\text{Department.}}{\text{Division.}}$ $\frac{\text{District.}}{\text{Factory.}}$

Serial number. (1)	Name. (2)	Father's name. (3)	Department. (4)	Act or omission for which fine imposed. (5)	Whether workman showed cause against fine or not. If so, enter date. (6)	Rate of wages. (7)	Date and amount of fine imposed. (8)	Date on which fine realized. (9)	Remarks. (10)

Koviloor Acadamy

FORM II.

REGISTER OF DEDUCTIONS FOR DAMAGE OR LOSS CAUSED TO THE EMPLOYER BY THE NEGLECT OR DEFAULT OF THE EMPLOYED PERSONS.

Railway $\frac{\text{Department.}}{\text{Division.}}$ $\frac{\text{District.}}{\text{Factory.}}$

(1) Serial number.	(2) Name.	(3) Father's name.	(4) Department.	(5) Damage or loss caused.	(6) Whether worker cause showed against deduction or not. If so, enter date.	(7) Date and amount of deduction imposed.	(8) Numbers of instalments, if any.	(9) Date on which total amount realized.	(10) Remarks.

FORM III.

DEDUCTIONS FROM WAGES.

Return for the year ending 31*st March* 19 .

1. Name of railway and postal address of headquarters _____
2. Total number of persons employed .. { Adults _____ / Children _____
3. Total wages paid _____
4. Number of cases and amounts realized :—

——	Number of cases.	Amounts.
		RS.
(*a*) Fines		
(*b*) Deductions for damage or loss		
(*c*) Deductions for breach of contract ..		

5. Disbursements from fine fund :—

——	Amount.	Purpose.

Dated 19 .

Signature
Designation

Koviloor Acadamy

FORM IV.

ABSTRACT OF THE PAYMENT OF WAGES ACT, 1936, AND THE RULES MADE THEREUNDER.

Whom the Act affects.

1. The Act applies to the payment of wages to persons in this factory receiving less than Rs. 200 a month.

2. No employed person can give up by contract or agreement his rights under the Act.

Definition of Wages.

3. "Wages" means all remuneration payable to an employed person on the fulfilment of his contract of employment.

It includes bonus and any sum payable for want of a proper notice of discharge.

It excludes—

(*a*) the value of house-accommodation, supply of light, water, medical attendance, or other amenity or of any service excluded by the Central Government ;

(*b*) the employer's contribution to a pension or provident fund ;

(*c*) travelling allowance or concession or other special expenses entailed by the employment ;

(*d*) any gratuity payable on discharge.

Responsibility for and method of payment.

4. The manager of the factory is responsible for the payment under the Act of wages to persons employed under him, and any contractor employing persons is responsible for payment to the persons he employs.

5. Wage-periods shall be fixed for the payment of wages at intervals not exceeding one month.

6. Wages shall be paid on a working day within 7 days of the end of the wage-period (or within 10 days if 1,000 or more persons are employed).

The wages of a person discharged shall be paid not later than the second working day after his discharge.

7. Payments in kind are prohibited.

Fines and Deductions.

8. No deductions shall be made from wages except those authorized under the Act (*see* paragraphs 9—15 below).

9. (1) Fines can be imposed only for such acts and omissions as the employer may, with the previous approval of the Supervisor, specify by a notice displayed at or near the main entrance of the factory and after giving the employed person an opportunity for explanation.

(2) *Fines*—

(*a*) shall not exceed half-an-anna in the rupee ;

(*b*) shall not be recovered by instalments, or later than sixty days of the date of imposition ;

Koviloor Acadamy

(*c*) shall be recorded in a register and applied to such purposes beneficial to the employed persons as approved by the Supervisor;

(*d*) shall not be imposed on a child.

10. (*a*) Deductions for absence from duty can be made only on account of the absence of the employed person at times when he should be working and such deductions must not exceed an amount which is in the same proportion to his wages for the wage-period, as the time he was absent in that period is to the total time he should have been at work.

(*b*) If ten or more employed persons, acting in concert, absent themselves without reasonable cause and without due notice, the deduction for absence can include wages for eight days in lieu of notice, but—

(1) no deduction for breaking a contract can be made from a person under 15 or a woman,

(2) there must be a provision in writing which for part of the contract of employment, requiring that a specific period of notice of intention to cease work not exceeding 15 days or the period of notice which the employer has to give to discharge a worker, must be given to the employer and that wages may be deducted in lieu of such notice,

(3) the above provision must be displayed at or near the main entrance of the factory,

(4) no deduction to this nature can be made until a notice that this deduction is to be made has been posted at or near the main entrance of the factory.

(5) no deduction must exceed the wages of the employed person for the period by which the notice he gives of leaving employment, is less than the notice he should give under his contract.

11. Deductions can be made for damage to or loss of goods expressly entrusted to an employed person or for loss of money for which he is required to account, where such damage or loss is due to his neglect or default.

Such deduction cannot exceed the amount of the damage or loss caused and can be made only after giving the employed person an opportunity for explanation.

12. Deductions can be made, equivalent to the value thereof, for house accommodation, amenities, or services (other than tools and raw material) supplied by the employer provided these are accepted by the employed person as a part of the terms of his employment and have in the case of amenities and services been authorized by order of the Central Government.

13. (*a*) Deductions can be made for the recovery of advances, or for adjustment of over-payment of wages.

(*b*) Advances made before the employment began can only be recovered from the first payment of wages for a complete wage-period but no recovery can be made of advances given for travelling expenses before employment began.

(*c*) Advances of unearned wages can be made at the paymaster's discretion during employment.

Koviloor Acadamy

14. Deductions can be made for subscription to and for repayment of advances from any recognized provident fund.

15. Deductions can be made for payments to co-operative societies approved by the Central Government or to the postal insurance, subject to any conditions imposed by the Central Government.

Inspections.

16. An Inspector can enter on any premises, and can exercise powers of inspection (including examination of documents and taking of evidence) as he may deem necessary for carrying out the purposes of the Act.

Complaints of Deductions or Delays.

17. (1) Where irregular deductions are made from wages, or delays in payment take place, an employed person can make an application in the prescribed form within six months to the Authority appointed by the Local Government for the purpose. An application delayed beyond this period may be rejected unless sufficient cause for the delay is shown.

(2) Any legal practitioner, official of a registered trade union, Inspector under the Act, or other person acting with the permission of the Authority can make the complaint on behalf of an employed person.

(3) A single application may be presented by, or on behalf of, any number of persons belonging to the same factory the payment of whose wages has been delayed.

Action by the Authority.

18. The Authority may award compensation to the employed person in addition to ordering the payment of delayed wages or the refund of illegal deductions.

If a malicious or vexatious complaint is made, the Authority may impose a penalty not exceeding Rs. 50 on the applicant and order that it be paid to the employer.

Appeal against the Authority.

19. An appeal in the prescribed form against a direction made by the Authority may be preferred within 30 days in Madras, Bombay, Calcutta, to the Court of Small Causes and elsewhere to the District Court—

(*a*) by the paymaster if the total amount directed to be paid exceeds Rs. 300 ;

(*b*) by an employed person, if the total amount of wages withheld from him or his co-workers exceeds Rs. 50 ;

(c) by a person directed to pay a penalty for a malicious or vexatious application.

Koviloor Acadamy

Punishments for breaches of the Act.

20. Anyone delaying the payment of wages beyond the due date, or making any unauthorized deduction from wages is liable to a fine up to Rs. 500, but only if prosecuted with the sanction of the Authority or the appellate Court.

21. The paymaster who—

(1) does not fix a wage-period, or

(2) makes payment in kind, or

(3) fails to display at or near the main entrance of the factory this abstract in English and in the language of the majority of the employed persons, or

(4) breaks certain rules made under the Act, is liable to a fine not exceeding Rs. 200.

A complaint to this effect can be made only by the Inspector, or with his sanction.

Koviloor Acadamy

THE PAYMENT OF WAGES ACT, 1936.

MISCELLANEOUS NOTIFICATIONS.

Government of India Notification, Department of Industries and Labour, dated New Delhi, the 24th February 1937, *No. L.* 3070.

In exercise of the powers conferred by section 24, read with sub-section (1) of section 15 of the Payment of Wages Act 1936 (IV of 1936), read with section 22 of the General Clauses Act, 1897 (X of 1897), the Governor-General in Council is pleased to appoint every officer appointed by a Local Government under sub-section (1) of section 15 of the first-named Act as the authority to hear and decide within any area, all claims arising out of deductions from the wages, or delay in payment of the wages, or persons employed or paid within such area, to be the authority to hear and decide such claims in respect of persons employed or paid within that area by a railway administration.

Notifications published on pages 356–360 *in Part I of the* Fort St. George Gazette, *dated 23rd February* 1937.

No. 134.

In exercise of the powers conferred by sub-section (3) of section 14 of the Payment of Wages Act, 1936 (IV of 1936), the Governor in Council is hereby pleased to appoint all additional Inspectors of Factories appointed under sub-section (5) of section 10 of the Factories Act, 1934, to be Inspectors for the purposes of the first-mentioned Act in respect of all factories within the local limits respectively assigned to them.

No. 135.

In exercise of the powers conferred by sub-section (1) of section 15 of the Payment of Wages Act, 1936 (IV of 1936), the Governor in Council is hereby pleased to appoint the Commissioner for Workmen's Compensation, Madras, to be the authority to hear and decide, in regard to the whole of the Presidency of Madras, all claims arising out of deductions from the wages, or delay in payment of the wages, of persons employed or paid in the said Presidency.

No. 136.

In exercise of the powers conferred by clause (*e*) of sub-section (2) of section 7 and section 11 of the Payment of Wages Act, 1936

Koviloor Acadamy

PRICE, 1 *anna.*]

FIRST LIST OF CORRECTIONS TO THE MADRAS FACTORIES MANUAL.

Page 197.—*Insert* the following after notification No. 638 :—

GOVERNMENT OF INDIA, DEPARTMENT OF INDUSTRIES AND LABOUR.

NOTIFICATIONS.

I

No. L. 3070, *dated 2nd December* 1936.

In pursuance of sub-section (2) of section 14 of the Payment of Wages Act, 1936 (IV of 1936), read with section 22 of the General Clauses Act, 1897 (X of 1897), the Governor-General in Council is pleased to appoint the Supervisor of Railway Labour to be an Inspector for the purposes of the first-named Act in respect of all persons employed upon a railway (otherwise than in a factory) to whom the said Act applies.

II

No. L. 3070, *dated 28th March* 1937.

In pursuance of clause (*e*) of sub-section (2) of section 7 of the Payment of Wages Act, 1936 (IV of 1936), the Governor-General in Council is pleased to authorize the following as amenities and services for which deductions from the wages of persons employed by a railway administration may be made, namely :—

(i) use of Railway institutes ;
(ii) use of Railway clubs ;
(iii) use of Railway schools ;
(iv) services rendered by Medical Officers ;
(v) supply of electric current ;
(vi) supply of water ; and
(vii) replacement of electric fittings and articles supplied in residential houses and quarters.

III

No. L. 3070, *dated 21st April* 1937.

In pursuance of clause (*e*) of sub-section (2) of section 7, read with section 24 of the Payment of Wages Act, 1936 (IV of 1936), the Central Government is pleased to authorize the following as

Koviloor Acadamy

amenities and services for which deduction from the wages of persons employed by a railway administration may be made, namely :—

(i) supply of conservancy arrangements ;
(ii) supply of diet in Railway hospitals ; and
(iii) supply of articles made in Railway workshops to the order of the employee.

IV

No. L. 3070, *dated 4th August* 1937.

In pursuance of clause (*e*) of sub-section (2) of section 7, read with section 24 of the Payment of Wages Act, 1936 (IV of 1936), and in supersession of the notification of the Government of India in the Departmen of Industries and Labour, No. L-3070, dated the 16th June 1937, the Central Government is pleased to authorize the leasing of railway lands by the Bengal-Nagpur Railway administration to its employees for erecting temporary dwelling houses, at an occupation fee of not more than one anna per one hundred square feet per mensem, as an amenity for which deductions from the wages of persons employed by the Railway administration may be made.

(G.O. Ms. No. 367, Development, dated 10th February 1938.)

[I list, 1–4–39]

Koviloor Acadamy

(IV of 1936), the Governor in Council is hereby pleased to authorize deductions from the wages of an employed person for the following amenities and services supplied by his employer :—

(i) deductions for the supply of food stuffs and other necessaries of life ;

(ii) deductions for subscriptions to clubs, associations, etc., formed by employees and recognized by the employer ;

(iii) deductions for tickets for performances of dramatic societies formed by employees and recognized by the employer ;

(iv) deductions for work people's savings fund ;

(v) deductions for subscriptions to welfare excursions ;

(vi) deductions for contributions to thrift societies ;

(vii) deductions for the supply of clothing and blankets ; and

(viii) deductions for the supply of light or water in the residence of the employee.

The making of any of the above deductions shall be subject to the condition that each individual worker to whom the amenity or service is supplied, authorizes in writing the making of such deduction.

In case of doubt or dispute as to whether a deduction in any particular case is or is not admissible, the question shall be referred to the Chief Inspector of Factories for decision.

No. 137.

In exercise of the powers conferred by sub-clause (*a*) of clause (vi) of section 2 of the Payment of Wages Act, 1936 (IV of 1936), the Governor in Council is hereby pleased to exclude from the definition of " wages " contained in the said clause (vi) charges on account of—

(*a*) blankets and clothing ;
(*b*) creche and free food for the children of workers ;
(*c*) elementary education provided for the children of workers ;
(*d*) firewood and fuel ; and
(*e*) medicines and diet in connexion with medical attendance provided for workers and their dependents.

No. 638, *page* 1674, *Part I of the* Fort St. George Gazette, *dated* 28*th September* 1937.

Under clause (*e*) of sub-section (2) of section 7 of the Payment of Wages Act, 1936 (IV of 1936), the Provincial Government are hereby pleased to authorize deductions from the wages of an employed person, for amenities and services which the employer in the ordinary course of his trade or business supplies to the employed person in his capacity as a member of the public.

Koviloor Acadamy

THE COTTON GINNING AND PRESSING FACTORIES ACT, 1925.

CONTENTS.

SECTIONS

1. Short title, extent and commencement.
2. Definitions.
3. Maintenance of registers.
4. Marking of bales.
5. Returns.
6. Scales and weights.
7. Liability of lessee as owner.
8. Liability on transfer of ownership.
9. Structural requirements for factories.
10. Liability of Officer of a Company.
11. Cognizance of offences.
12. Power of the Central Government to make rules.
13. Power of the Provincial Government to make rules.
14. Power to reject unmarked bales in fulfilment of contracts.
15. Protection for acts done under Act.

Koviloor Acadamy

THE COTTON GINNING AND PRESSING FACTORIES ACT (XII OF 1925.)

An Act to provide for the better regulation of cotton ginning and cotton pressing factories.

WHEREAS it is expedient to provide for the better regulation of cotton ginning and cotton pressing factories; It is hereby enacted as follows :—

Short title, extent and commencement.

1. (1) This Act may be called the Cotton Ginning and Pressing Factories Act, 1925.

(2) It extends to the whole of British India including British Baluchistan and the Sonthal Parganas.

(3) It shall come into force on such date as the Central Government may, by notification in the Gazette of India appoint.

Definitions.

2. In this Act, unless there is anything repugnant in the subject or context,—

(*a*) "bale" means any pressed package of cotton of whatever size or density;

(*b*) "cotton" means ginned or unginned cotton, or cotton waste;

(*c*) "cotton ginning factory" means any place where cotton is ginned or where cotton fibre is separated from cotton seed by any process whatever involving the use of steam, water or other mechanical power or of electrical power;

XII of 1911. (*d*) "cotton pressing factory" means any factory as defined in the Indian Factories Act, 1911, in which cotton is pressed into bales;

(*e*) "cotton waste" means droppings, strippings, fly and other waste products of a cotton mill or of a cotton ginning factory or of a cotton pressing factory, but does not include yarn waste;

XIV of 1923. (*f*) "Indian Central Cotton Committee" means the Indian Central Cotton Committee constituted under the Indian Cotton Cess Act, 1923, and includes any sub-committee appointed by it to perform any function of the Indian Central Cotton Committee under this Act; and

Koviloor Acadamy

(*g*) "occupier" includes a managing agent or other person authorized to represent the occupier;

(*h*) "prescribed" means prescribed by or under rules made under this Act.

Maintenance of registers.

3. (1) The owner of every cotton ginning factory shall cause to be maintained at the factory in such form, if any, as may be prescribed, a ginning register containing a record of all cotton ginned in the factory and of the names of the persons for whom and the dates on which the cotton has been ginned and of the amount ginned for each person.

(2) The owner of every cotton pressing factory shall cause to be maintained at the factory in such form, if any, as may be prescribed, a press register containing a daily record of the number of bales pressed in the factory, the serial number of each bale, and the name of the person for whom it has been pressed.

(3) The owner or the person in charge of a cotton ginning or cotton pressing factory shall be bound to produce any ginning register or press register maintained under this section when required to do so by any person appointed by the Local Government in this behalf, and the owner or person in charge of any cotton pressing factory shall be bound to furnish to the Indian Central Cotton Committee, if so required by it in writing, a copy, certified as correct by the owner or person in charge of the factory, of the entry in any press register maintained at the factory relating to any specified bale.

(4) No register required to be maintained by this section shall be destroyed until after the expiration of three years from the date of the last entry therein.

(5) If—

(*a*) in any factory any register required by this section to be maintained is not maintained or is maintained in any form other than the form, if any, prescribed for the purpose, or

(*b*) any entry in any such register is proved to be false in any material particular, or

(*c*) any such register is destroyed before the expiration of the period referred to in sub-section (4),

the owner of the factory shall be punished with fine which may extend to fifty rupees or, if he has previously been convicted of any offence under this sub-section, to five hundred rupees.

(6) If the owner or the person in charge of any factory fails to produce any register, or to furnish a certified copy of any entry, when required to do so under sub-section (3), or furnishes a certified copy of an entry knowing or having reason to believe such copy to be false, he shall be punished

Koviloor Acadamy

with fine which may extend to fifty rupees or, if he has previously been convicted of any offence under this sub-section, to five hundred rupees.

Marking of bales.

4. (1) The owner of every cotton pressing factory shall cause every bale pressed in the factory to be marked in such manner as may be prescribed, before it is removed from the press-house, with a serial number and with the mark prescribed for the factory.

(2) If any bale is removed from the press-house of any cotton pressing factory without having been marked as required by sub-section (1), the owner of the factory shall be punished with fine which may extend to fifty rupees.

Returns.

5. (1) The owner of every cotton pressing factory shall submit to the prescribed authority, within such time and in such form as may be prescribed, weekly returns showing the total number of bales of cotton pressed during the preceding week and from the commencement of the season to the end of that week, and the approximate average net weight of the bales pressed in that week.

(2) The Provincial Government shall compile from the weekly returns, and shall publish in such manner as it thinks fit a statement showing the total number of bales pressed in the province during the week and from the commencement of the season to the end of the week, to which the returns relate :

Provided that the number of bales pressed in any individual factory shall not be published.

(3) If default is made in submitting any return as required by sub-section (1), the owner of the factory shall be punished with fine which may extend to fifty rupees.

(4) Where the owner of a cotton pressing factory has notified to the prescribed authority that the work of pressing bales in that factory has been suspended, it shall not be necessary for the owner to submit returns under sub-section (1) until such work has been resumed.

Explanation.—In this section " season " means the period notified in this behalf by the Provincial Government in the official Gazette.

Scales and weights.

6. (1) No scales or weights shall be used in any cotton ginning or cotton pressing factory other than the scales or weights, if any, prescribed by the Central Government as standard for the district in which the factory is situated.

(2) If in any factory any scales or weight is used in contravention of the provisions of sub-section (1), the owner of the factory shall be punished with fine which may extend to fifty rupees or, if he has been previously convicted of any offence under this sub-section, to five hundred rupees.

Koviloor Acadamy

Liability of lessee as owner.

7. (1) Where the owner of a cotton ginning or pressing factory has leased the factory for a period of not less than one month, in the case of a cotton ginning factory or three months, in the case of a cotton pressing factory, and the lessor retains no interest in the management or profits of the factory and notice of the lease has been given by the lessor and the lessee to the prescribed authority, the lessee shall be deemed to be the owner of the factory, from the date of the notice and for the period of the continuance of the lease, for the purposes of section 3, in respect of the registers maintained or to be maintained from that date and for that period, and for the purposes of sections 4, 5 and 6.

(2) On the termination of the lease the lessee shall hand over to the lessor the registers maintained under section 3, and the lessor shall forthwith report to the prescribed authority any default of the lessee in complying with the provisions of this sub-section or in maintaining the registers in accordance with the provisions of section 3.

(3) If default is made in handing over any register or making any report as required by this section, the lessor or the lessee, as the case may be, shall be punished with fine which may extend to fifty rupees.

Liability on transfer of ownership.

8. (1) On a transfer of the ownership of a cotton ginning or pressing factory, the transferor shall hand over to the transferee the registers maintained under section 3, and the transferee shall forthwith report to the prescribed authority any default of the transferor in complying with the provisions of this sub-section or in maintaining the registers in accordance with the provisions of section 3.

(2) If default is made in handing over any register or making any report as required by sub-section (1), the transferor or the transferee, as the case may be, shall be punished with fine which may extend to fifty rupees.

Structural requirements for factories.

9. (1) In the case of cotton ginning factories the construction of which is commenced after the commencement of this Act—

(*a*) gin-houses shall be provided with separate entrances and exits for the bringing in of unginned and the taking out of ginned cotton respectively, and

(*b*) the factories shall be constructed in accordance with plans and specifications approved by the prescribed authority :

Provided that nothing in this sub-section shall apply to any factory in which only roller gins are used where the number of such gins is not more than four.

Koviloor Acadamy

(2) Within such period after the commencement of this Act as may be prescribed, the owner of every cotton pressing factory in which cotton is handled on the ground floor shall cause the press house to be paved or provided with other suitable flooring to the satisfaction of the prescribed authority.

(3) If the owner of any factory fails to comply with any provision of this section which is applicable to the factory, he shall be punished with fine which may extend to one hundred rupees.

(4) (*a*) Where the owner of a factory has been convicted under sub-section (3), the prescribed authority may serve on the owner of the factory an order in writing directing that such alterations shall be made in the factory, before a specified date, as in the opinion of the said authority are necessary to secure compliance with the provisions of sub-section (1) or sub-section (2), as the case may be.

(*b*) Where the alterations are not made in accordance with the order served under clause (*a*) of this sub-section, the prescribed authority may serve on the owner and on the occupier, if any, of the factory an order in writing directing that the work of ginning or pressing cotton in such factory shall be suspended until the alterations have been made in accordance with the order served under clause (*a*) of this sub-section and the owner and the occupier, if any, shall be jointly and severally liable to fine which may extend to fifty rupees for each day on which cotton is ginned or pressed in the factory in contravention of the order served under this clause.

Liability of officers of a company.

10. Where the person guilty of an offence under this Act is a company, every director, manager, secretary and other officer thereof who is knowingly a party to the default shall also be guilty of the like offence and liable to the like punishment.

Cognizance of offences.

11. (1) No prosecution under this Act shall be instituted except by or with the previous sanction of the District Magistrate or a Chief Presidency Magistrate or a Magistrate of the first class specially empowered in this behalf by the Provincial Government.

(2) No offence punishable under this Act shall be tried by any Court inferior to that of a Presidency Magistrate or of a Magistrate of the first class.

Power of the Central Government to make rules.

12. The Central Government may make rules to provide for—

(*a*) the allotment of a special mark to be used by each pressing factory for the purpose of the marking of bales ;

(*b*) the manner in which bales shall be marked ; and

Koviloor Acadamy

(*c*) the standard weights and scales to be used in cotton ginning and cotton pressing factories in any part of British India and the inspection of the same.

Power of the Provincial Government to make rules.

13. The Provincial Government may, by notification in the official Gazette, make rules consistent with this Act to provide for all or any of the following matters, namely :—

(*a*) the forms in which registers, records and returns are to be maintained or submitted, and the inspection of records and registers ;

(*b*) the appointment of the authority to whom and the time within which the returns required by section 5 shall be made ;

(*c*) the appointment of authorities for the purposes of sections 7, 8 and 9 ;

(*d*) the manner of service of orders made under section 9 ;

(*e*) the powers of entry and inspection which may be exercised by District Magistrates or by any officer specially empowered in this behalf by the Provincial Government ;

(*f*) any other matter which is to be or may be prescribed or for which provision is necessary in order to carry out the purposes of this Act.

Power to reject unmarked bales in fulfilment of contracts.

14. After the expiration of one year from the commencement of this Act, any person who has made a contract for the purchase of baled cotton may require that no bales other than bales marked in accordance with section 4 shall be supplied in fulfilment of such contract, and, if he does so require, no bale not so marked shall be tenderable in fulfilment of the contract :

Provided that nothing in this section shall apply to a contract for the sale and delivery of cotton grown before, or less than one year after, the commencement of this Act.

Protection for acts done under Act.

15. No suit or other legal proceeding shall be instituted against any person in respect of anything which is in good faith done or intended to be done under this Act.

Koviloor Acadamy

THE INDIAN COTTON GINNING AND PRESSING FACTORIES RULES, 1925.

Short title and commencement.

1. (1) These rules may be called the Indian Cotton Ginning and Pressing Factories Rules, 1925.

(2) They shall come into force on the eighth day of August 1925.

2. In these rules—

Definitions.

"Act" means the Cotton Ginning and Pressing Factories Act, 1925.

"Section" means a section of the Act.

3. The owner or lessee of every cotton pressing factory shall apply to the authority appointed to receive returns under sub-section (1) of section 5 for the allotment of the mark required by section 4 to be used for such factory. Such application shall be made, in the case of factories in existence at the commencement of these rules, on or before the 1st September 1925, and in case of factories constructed thereafter, not less than one month before work commences in the factory :

Provided that the authority aforesaid may at any time allot the mark to be used in a factory in respect of which no application has been made and may intimate the allotment to the owner of such factory.

Special mark.

4. (1) The special mark allotted to each factory shall consist of a letter denoting the province in which the factory is situated together with a number denoting the factory.

(2) The letters denoting the province shall be as follows :—

For presses situated in the Province of Madras, the letter	M.
For presses situated in the Province of Bombay, the letter	B.
For presses situated in Sind, the letter ..	S.
For presses situated in Bengal, the letter..	L.
For presses situated in the United Provinces, the letter	U.
For presses situated in the Punjab, the letter	P.
For presses situated in the Central Provinces and Berar, the letter	C.
For presses situated in Bihar, the letter ..	Q.
For presses situated in Orissa, the letter ..	O.

Koviloor Acadamy

For presses situated in Assam, the letter ..	A.
For presses situated in the Nort-West Frontier Province. the letter	F.
For presses situated in Ajmer-Merwara, the letter	J.
For presses situated in Delhi the letter ..	D.

(3) The numbers denoting the factory shall run consecutively within each province.

Marks not transferable.

5. No special mark once allotted shall be transferred to another factory :

Provided that when a press is transferred from one province to another, the original allotted mark shall no longer be used and application shall be made to the prescribed authority for the allotment of a fresh mark.

Serial number.

6. The serial number shall consist of two parts. The first part shall consist of two numerals being the last two integers of the calendar year in which the cotton year has commenced and the second part shall be the running number of the bale according to the press factory register. A new series of running numbers shall be started at the commencement of each cotton year. The cotton year shall commence on the 1st day of September in each calender year and shall terminate on the thirty-first day of August next following, except in the Madras Presidency where the dates for the commencement and ending of the cotton year shall be the 1st day of February and the 31st day of January respectively.

6-A. The statements compiled by the Provincial Government under sub-section (2) of section 5 shall be published every week in the *Fort St. George Gazette* in the form specified in Schedule D.

Manner of marking.

7. Every bale of cotton pressed in a cotton pressing factory shall be marked in the following manner :—

(1) The special mark and the serial number shall be in English figures and letters and shall be clearly decipherable.

(2) If the special mark and the serial number are stencilled in ink, they shall be stencilled on the lashed side of the bale.

(3) The stencilling of the special mark and the serial number on an end hessian or an unlashed side of a bale shall not be deemed to fulfil the requirements of this rule.

Koviloor Acadamy

THE MADRAS COTTON GINNING AND PRESSING FACTORIES RULES, 1925.

Short title and commencement

1. (1) These rules may be called the Madras Cotton Ginning and Pressing Factories Rules, 1925.

(2) They shall come into force at once.

Definitions.

2. In these rules—

(*a*) 'Act' means the Cotton Ginning and Pressing Factories Act, 1925;

(*b*) 'Section' means a section of the Act.

3. The ginning register prescribed in sub-section (1) of section 3 shall be maintained in the form specified in schedule A.

4. The press register prescribed in sub-section (2) of section 3 shall be maintained in the form specified in schedule B.

5. The weekly returns of cotton pressed prescribed in sub-section (1) of section 5 shall be submitted in the form specified in schedule C.

6. The prescribed authority for the purposes of section 5 shall be the Director of Agriculture.

Such returns shall be for the seven days ending on the Friday of each week and shall be posted not later than the following day, and the first return shall be for the week ending September 4th, 1925.

7. When a cotton pressing factory finally ceases work for the season, such fact shall be stated on the last weekly return.

8. In every cotton ginning and every cotton pressing factory, English weights of 1 lb. avoirdupois and the following sub-multiple and multiples thereof only shall be used :—

½, 2, 4, 7, 14, 28 and 56 pounds, provided—

(*a*) that each weight does not deviate from the standard weights in excess of the following limits, namely :—

Denomination of weight.	Maximum deviation permissible.	
	In deficiency.	In excess.
1 lb.	1/160 lb.	1/80 lb.
2 „		
4 „		
7 „	1/80 „	1/40 „
14 „		
28 „		
56 „	1/40 „	1/20 „

Koviloor Acadamy

(*b*) that it does not facilitate the perpetration of fraud ;

Example.—A weight which has a removable or split ring shall be deemed to facilitate the perpetration of fraud ;

(*c*) that it has the denomination of the weight clearly and indelibly marked on it ;

(*d*) that it is free from flaws and is smooth in all its surfaces ; and

(*e*) that it is provided with one adjusting hole in its under surface. The adjusting hole shall not extend to the upper surface of the weight and shall be undercut so that the lead adjustment is not removable.

9. (i) The scales used in every cotton ginning and every cotton pressing factory shall be stable, sensitive and accurate. A beam scale or platform weighing machine may be used.

(ii) A beam scale shall be considered sensitive,

(*a*) for weighing kapas or ginned cotton if an additional weight of 1/20 lb. in either pan shall be sufficient to turn the beam to an appreciable degree when loaded and balanced with a standard weight of 56 lb. in one of the pans ; and

(*b*) for weighing bales if an additional weight of $\frac{1}{4}$ lb. in either pan shall be sufficient to turn the beam to an appreciable degree when balanced with weights equivalent to 400 lb. in one of the pans.

(iii) A platform weighing machine shall be considered sensitive for the purposes of the Act, if it records zero with no load and if additional loads of $\frac{1}{4}$, $\frac{1}{2}$, $\frac{3}{4}$ or 1 lb. shall cause the indicating lever to move appreciably when loaded successively with standard weights of 1, 2, 3 and 4 cwt. respectively according to its capacity.

(iv) A beam scale shall be considered accurate—

(*a*) for weighing kapas or ginned cotton if a weight of 1/10 lb. or less shall be sufficient to restore balance when the beam is reversed after balancing first with the standard weight of 56 lb. ; and

(*b*) for weighing bales of cotton if a weight of $\frac{3}{8}$ lb. or less shall be sufficient to restore balance when the beam is reversed after balancing first with weights equivalent to 400 lb. in one of the pans.

Koviloor Acadamy

(v) A platform weighing machine shall be considered accurate if the weights recorded do not deviate by $\frac{1}{4}$, $\frac{1}{2}$, $\frac{3}{4}$ and 1 lb. respectively from the standard weights when it is loaded successively with weights of 1, 2, 3 and 4 cwt. according to its capacity and balanced at each of these loads.

(vi) The beam scale shall be provided with iron platforms suspended by means of chains.

10. The prescribed authority for the purposes of sections 7 and 8 shall be the Collector of the district in which the factory is situated.

11. The prescribed authority for the purposes of sub-section (1) of section 9 shall be the Commissioner of Labour, Madras.

12. The prescribed authority for the purposes of sub-sections (2) and (4) of section 9 shall be the Collector of the district in which the factory is situated.

12-A. The owner of every cotton pressing factory in which cotton is handled on the ground floor shall cause the press house to be paved or provided with other suitable flooring to the satisfaction of the prescribed authority within a period of one year from the commencement of the Act.

13. The service of any order under section 9 shall be deemed to have been effected, unless the contrary is proved by properly addressing, prepaying and posting by registered post a letter containing the order.

14. A District Magistrate or other officer specially empowered in this behalf by the local Government may enter any cotton ginning or cotton pressing factory at any time during the usual working hours and may make such inspection of the premises and machinery and of any prescribed registers as he may deem necessary for the purposes of the Act or of the rules thereunder. He may, when making such inspection,

(*a*) test the accuracy of the entries made in any prescribed register, and

(*b*) examine the weights and scales used and test their accuracy.

15. In every cotton pressing factory, a notice showing the special mark allotted to the factory under section 12 shall be exhibited in a conspicuous place.

Koviloor Acadamy

SCHEDULE A.

(*See* Rule 3.)

GINNING REGISTER.

Name of factory _____

Name and address of owner _____

Name of lessee (if any) _____

Year _____ Month _____

Name of owner of *kapas*.	Quantity (by weight) of *kapas* or ginned cotton.		Dates on which ginned.	Remarks (if any).	Signature of owner or person in charge of the factory.
	Kapas.	Cotton.			

SCHEDULE B.

(*See* Rule 4.)

PRESS REGISTER.

Name of factory _____

Name of owner _____

Name of lessee (if any) _____

Special press mark _____

Day.			Serial numbers of the bales.	Name of person for whom pressed.	Number of bales of each variety * of cotton pressed.	Average net weight per bale in lb. avoirdupois.	Signature of owner or person in charge of the factory.
Year.	Month.	Day.					

* NOTE.—The bales pressed should be classified under the following different varieties, namely, Tinnevellies, Salems, Cambodia, Northerns and Westerns and Cocanadas.

Koviloor Acadamy

SCHEDULE C.

(*See* Rule 5.)

Return of cotton pressed for the week ending————19 .

(Return under section 5 of the Cotton Ginning and Pressing Factories Act.)

Name of pressing factory _____

Name of owner _____

Name of lessee (if any) _____

Special press mark _____

Correct postal address of factory _____

	Number of bales of each variety * of cotton pressed during the week.	Average net weight per bale in lb. avoirdupois.	Number of bales of each variety * of cotton pressed since the commencement of the season (i.e., since February 1st, 19) to the end of the week.	Remarks (if any).	

_____

Signature of owner or person in charge

* NOTE.—The bales pressed should be classified under the following different varieties, namely, Tinnevellies, Salems, Cambodia, Northerns and Wertesns and Cocanadas.

Koviloor Acadamy

SCHEDULE D.

(*See* Rule 6-A.)

Statement of cotton pressed in the Province of Madras during the week ending 19 .

[Section 5 (2) of the Cotton Ginning and Pressing Factories Act, 1925.]

Variety of cotton.	Number of bales pressed.		Number of bales pressed.	
	During the week.	During the corresponding week last year.	Since 1st February 19 (the date prescribed by the Provincial Government at the commencement of the season).	During the corresponding period last year.
(1)	(2)	(3)	(4)	(5)
1. Tinnevellies				
2. Salems				
3. Cambodia				
4. Northerns and Westerns ..				
5. Cocanadas				
Total ..				

GOVERNMENT NOTIFICATIONS.

I

Under clause (*f*) of section 13 of the Cotton and Ginning and Pressing Factories Act, 1925 (XII of 1925), the Government of Madras are pleased to empower the following officers to enter and inspect all cotton ginning and all cotton pressing factories within the local limits of their respective jurisdictions :—

(1) The Commissioner of Labour, Madras.

(2) Inspectors of Factories appointed under sub-section (1) of section 4 of the Indian Factories Act, 1911 (XII of 1911), and

(3) The Director of Agriculture, Madras and gazetted officers of the Madras Agricultural Department in charge of circles and District Agricultural officers.

II

Under the explanation to section 5 of the Cotton Ginning and Pressing Factories Act, 1925 (XII of 1925), the Government of Madras are pleased to notify that the "season" for the purposes of the said section shall commence on the 1st day of February in every year.

Koviloor Acadamy

III

Notification, dated 10*th August* 1934, *published at page* 376 *of Part I-A of the* Fort St. George Gazette, *dated* 4*th September* 1934, *and notification published at page* 624 *of Part II of the* Fort St. George Gazette, *dated* 19*th May* 1936.

I. In exercise of the powers vested in him by section 9 (1) (*b*) of the Cotton Ginning and Pressing Factories Act, 1925 (Act XII of 1925), read with rule 11 of the Madras Cotton Ginning and Pressing Factories Rules, 1925, the Commissioner of Labour is pleased to lay down the following specifications in regard to plans to be submitted to him for scrutiny under the said Act :—

(1) The minimum height of all rooms where machinery is to be installed shall be 12 feet.

(2) Doorways shall not be less than 6 feet high and 4 feet wide and all exit doors shall open outwards.

(3) A ridge ventilator not less than one foot high above the level of the roof, shall be provided to the full length of such ridge of the roof of every ginning factory.

(4) Where the gin hall is constructed with the shaft and seed alleys below ground level, sufficient floor lights shall be provided in the gin room for lighting the seed and shaft alleys.

(5) A set of stone steps with suitable handrails shall be provided for easy access to the seed and shaft alleys when such alleys are below ground level.

(6) All openings from the seed alleys leading to the main line shaft shall be provided with gates or doors which can be kept closed and locked.

(7) Wherever possible the engine and gin rooms shall be permanently and completely separated from each other to prevent the risk of fire.

(8) The flooring of the gin hall, lint packing shed and the engine room shall be evenly paved or plastered with cement.

(9) In every ginning factory lint should be removed by the central passage and packed in borahs in a shed at the end of the factory. Kapas should be brought into the factory at the opposite end ; these arrangements should be clearly shown in the plan.

(10) To prevent mixing of kapas with lint a "U" shaped wooden enclosure with a flattened base and an expanded metal cover should be provided for each gin in a ginning factory as per design appended to the standard plan.

II. The above specifications are laid down without prejudice to the general instructions issued in G.O. No. 2384, P.H., dated 21st November 1925, and reiterated in the annexure hereto, relating

Koviloor Acadamy

to all factories under the Indian Factories Act, 1911, as subsequently amended which are applicable also to factories coming within the purview of the Cotton Ginning and Pressing Factories Act, 1925.

III. It must be understood definitely that the construction of a factory coming within the purview of the Cotton Ginning and Pressing Factories Act shall not be started until its plans have been approved by the Commissioner of Labour, Madras, the prescribed authority under section 9 (1) (*b*) of the Cotton Ginning and Pressing Factories Act. Failure to observe this procedure will render the persons in default, liable to prosecution under the Act. With reference to G.O. No. 2384, P.H., dated 21st November 1925, Chairmen of Municipal Councils and Presidents of Local Bodies are requested not to issue licences for the construction of such factories unless the plans have been previously approved by the Commissioner of Labour. A model design of ginning factory showing all the requirements of the Act and rules is available for sale to the public at the Government Press, Mount Road, Madras, at eight annas per copy. This type design may be taken as a guide by persons wishing to construct cotton ginning factories. Plans for scrutiny should be sent to the Inspector of Factories concerned in the first instance through the Local Board or Municipality within whose jurisdiction the factory is situated.

ANNEXURE.

MEMORANDUM OF INSTRUCTIONS RELATING TO SCRUTINY OF PLANS APPENDED TO G.O. No. 2384, P.H., DATED 21ST NOVEMBER 1925.

1. All rooms in which mechanical power or machinery will be used should be of a suitable height. (A minimum of 12 feet is suggested.)

2. To prevent overcrowding, floor space at the rate of 36 square feet for each person to be employed at one time in any room should be provided. Where mechanical or electrical power is not used a breathing space of at least 500 cubic feet for each person, and where such power is used, at least 700 cubic feet should be provided.

3. The lighting should be sufficient and, wherever possible, there should be sky-lights in the roof in addition to windows. In every room, ventilating openings should be provided in the proportion of 5 square feet for each person to be employed and the opening should be such as to admit of a continued supply of air.

4. All doors of exit should open outwards and should be not less than 6 feet high and 4 feet wide. All rooms should have two exits as far apart as possible. Every building of more than one storey should be provided with at least two sets of stairs or steps permanently fixed either inside or outside the building so as to afford

Koviloor Acadamy

direct unimpeded access from every part of the factory to the ground level and every window or door giving access to an external staircase should be so arranged as to open immediately from the inside ; in case of an upper storey in which not more than twenty persons are to be employed—one set of stairs made of non-combustible material should be erected. Every ginning factory should be provided with at least two flights of stairs made of brick-work or other fire-resisting material.

5. There should be sufficient compound or yard space round the factory to allow for a satisfactory location of latrines. Latrines should be in an accessible place within the precincts of the factory and detached from the other factory buildings. The accommodation shall be provided on the scale laid down in the revised rule 25 (1) of the Madras Factories (Amended) Rules.

6. In the case of cotton mills, roofs of corrugated or galvanized iron without any other protective covering should be prohibited unless the height of the room immediately beneath is more than 20 feet.

Explanatory Notes on the new Standard Plan for cotton ginning factories.

1. *General remarks.*—(*a*) Two types of factories A and B are shown in this standard plan. The general arrangement is the same in both, but the seeds are removed by mechanical screw conveyors in type B whereas they are allowed to fall into seed alleys in type A. The slight consequential difference in construction of the two factories especially at the lint packing end, is explained in detail under the heading "Gin hall, Figures A and B." B type may be used when the line shaft is fixed a few feet, say 2 to 5 feet, below ground level so as to obviate excavation for seed alleys which lessens the strength of the gin foundation and increases the vibrational effects.

"A" type may be used when the gin platform is 7 feet above ground level and the line shaft is at ground level.

Either type may be chosen according to the convenience of the builder.

(*b*) The flooring of the gin hall, kappas opener room, lint packing shed and the engine room should be paved with dressed stone slabs or cement plastered evenly.

2. *Kappas opener room* (*Figures A and B*).—Dimensions of the room are 30′ × 12′. One door either sliding or opening outwards of $7\frac{1}{2}'$ × $5\frac{1}{2}'$ and 4 windows each of 5′ × 4′ are provided. Kappas are brought from the godowns and fed into the opener. The cleaned kappas, falling on the cots at the delivery end of the opener, are taken into the gin hall through the arched opening of 7′ × 5′ and stored in boxes provided at convenient places close to the gins.

Koviloor Acadamy

3. *Engine room* (*Figures A and B*).—Dimensions of the room are 16′ × 16′. Four windows each 3′ × 3′ and two doorways each 6′ × 4′ are provided. The room is designed for a central drive which will minimize the vibrations of the line shaft by uniform distribution of the load. The prevent access to the belt race in the seed alley, the openings between the gin foundation and the side wall on either side are walled up. *Vide* Figure A and sectional elevation on G.H.

In Figure B, there are no seed alleys and this question does not arise.

4. *Lint packing room* (*Figures A and B*).—Dimensions of the room are 16′ × 12′. Two windows each of 5′ × 4′ and one door $7\frac{1}{2}'$ × $5\frac{1}{2}$ either opening outwards or of the sliding type are provided.

5. (*a*) *Gin hall* (*Figure A*).—Dimensions of the hall are 62′ × 30′. Two arched openings each of 7′ × 5′, two iron-barred doors each of 6′ × 4′ and 14 windows each of $3\frac{1}{2}'$ × 5′ are provided.

The arrangement of gins is as shown in the plan. A space 4 feet wide or a clear unobstructed passage 3′ 6″ wide taking into consideration the area covered by the oscillating lever and its guard, is provided after every two gins for easy and quick removal of lint to the central passage.

The distance between the end wall and the gin is kept 5 feet in one case and 6 feet in the other so as to get a proper and regular drive. The distance between the gins and the side wall is 8 feet ; the central passage is 7 feet wide.

Kappas boxes each of dimensions 2′ × $2\frac{1}{2}'$ × 9′ are provided close to the side walls to stock cleaned kappas.

The windows are fixed at 3 feet above the gin floor level for proper lighting and ventilation.

Two iron-barred doors opening outwards are provided one on either side. These will be fitted with latches which can be opened without a key only from inside, for taking out rollers, gin parts, etc., in need of repairs but the latches will prevent uncleaned kappas from being brought into the gin hall. These doors will also serve as additional fire escapes from this hall.

Iron-barred ventilators are fixed in the gin floor over the line shaft and seed alleys for proper lighting. Similarly ventilators are provided between the ground level and gin floor level and below the arched openings for improving the lighting in the line shaft alley.

The access to the line shaft alley is through an opening in the gin floor at the lint packing end.

A ridge roof ventilator 1′ × 1′ is provided over the entire length.

The lint is removed to the lint packing shed through the arched opening

Koviloor Acadamy

(*b*) *Gin hall* (*Figure B*).—Dimensions of the hall are 72′ × 30′. The seed is removed by conveyors directly placed under the gins and gathered at the corners of the gin hall at the lint packing end. Corrugated sheet fencings 5 feet high from the gin floor level are provided to prevent mixing of the seed with lint. The length of the hall is increased by 10 feet due to this arrangement ; otherwise, the conveyors have to be extended right beyond the lint packing shed and thereby the cost of the structure will be increased considerably.

The arrangements and spacings of the gins are shown in Figure B.

Iron-barred ventilators are provided over the line shaft alley. The access to the line shaft alley is through an opening in the gin floor.

6. *Estimates*—

	"A" type. Rs.	"B" type. Rs.
Earthwork	98	100
Foundations in concrete	858	828
Foundations in random rubble	816	864
Basement course rubble	394	432
Brickwork in chunam	2,298	2,624
Gin foundations in brick in cement	1,786	1,380
Flooring	393	525
Reinforced work	490	523
Plastering	417	450
Mild steel work	1,585	1,677
Galvanized iron roofing	798	938
Doors and windows	1,077	1,045
Platform pillamarudu work	591	480
Ventilators	45	45
Seed conveyors	..	684
Total ..	11,646	12,595

The small increase in cost is compensated by the fact that there are no recurring labour charges for removing seed ; the hall is bigger and vibrational effects are minimised. The energy expended for the conveyors is only about 3 h.p. Both the types have been standardized.

7. The walls are of masonry construction and ample provision is made for ventilation. A roof of asbestos sheeting or other non-conducting material is not insisted upon at present but under the new Factories Act expected to come into force in January 1935, effective measures will have to be taken to keep the temperature inside factories sufficiently low to ensure the ease and comfort of the workers. If the corrugated iron roofing is found to be unsuitable in any particular locality on this account, the Chief Inspector of Factories is likely to enforce the provision of devices for reducing such temperature or to insist on the provision of a suitable non-conducting lining for the corrugated-iron roof at a later stage.

Koviloor Acadamy

THE COTTON INDUSTRY (STATISTICS) ACT, 1926.

CONTENTS.

SECTIONS.

1. Short title and extent.
2. Definitions.
3. Delivery of monthly returns of goods and yarn manufactured by Mill-owners.
4. Power to inspect Mills and take copies of records.
5. Publication of returns.
6. Power to make rules.
7. Penalties.
8. Exemption.
9. Protection for acts done under this Act.

Koviloor Acadamy

THE COTTON INDUSTRY (STATISTICS) ACT, 1926 (ACT No. XX OF 1926).

An Act to provide for the regular submission of returns of quantities of cotton goods manufactured and cotton yarn spun in British India.

III of 1896.

WHEREAS it is expedient, notwithstanding the repeal of the Cotton Duties Act, 1896, to provide for the regular submission of returns of the quantities of cotton goods manufactured and cotton yarn spun in British India ; It is hereby enacted as follows :—

Short title and extent.

1. (1) This Act may be called the Cotton Industry (Statistics) Act, 1926.

(2) It extends to the whole of British India.

Definitions.

2. For the purposes of this Act, unless there is anything repugnant in the subject or context,—

(*a*) "cotton goods" or "goods" includes all tissues and other articles (except yarn and thread) woven, knitted or otherwise manufactured wholly or partly from cotton yarn ;

(*b*) "cotton yarn" or "yarn" means yarn wholly or partly composed of cotton fibres ;

(*c*) "mill" means any building or place where cotton goods are woven, knitted or otherwise manufactured, or where cotton yarn is spun, by machinery moved otherwise than by manual labour, and includes every part of such building or place ;

(*d*) "owner," in relation to any mill includes the managing agent or other principal officer of the mill ; and

(*e*) "prescribed" means prescribed by rules made under this Act.

Delivery of monthly returns of goods and yarn manufactured by mill-owners.

3. (1) The owner of every mill shall each month prepare and deliver, or cause to be prepared and delivered, to the prescribed officer a return of all cotton goods manufactured and all cotton yarn spun in the mill during the preceding month by machinery moved otherwise than by manual labour, and shall subscribe a declaration of the truth of the return at the foot thereof.

(2) Save as may be otherwise prescribed, every such return shall state, in respect of each description of goods and of yarn, the quantity manufactured during the period to which

Koviloor Acadamy

the return relates, and shall contain such further information, and be in such form and be subject to such conditions as to verification and otherwise, as may be prescribed.

(3) Every such return shall be delivered to the prescribed officer or posted to his address within seven days after the end of the month to which it relates.

Power to inspect mills and take copies of records.

4. (1) Any officer authorized by the Provincial Government by order in writing in this behalf shall have free access at all reasonable times during working hours to any mill and may at any time, with or without notice to the owner, examine and take copies of, or extracts from, the records of the mill for the purpose of testing the accuracy of any return made under section 3, or of informing himself as to any particulars regarding which information is required for the purposes of this Act or any rules made thereunder :

Provided that no officer not especially empowered by the Provincial Government in this behalf shall be entitled to inspect any record containing the description or formulæ of any trade process.

(2) All copies and extracts and all information acquired by any officer in the inspection of any mill under this section shall be treated as strictly confidential.

Publication of returns.

5. The Provincial Government shall, from the returns delivered under section 3, cause to be compiled and published, in such form as he may direct, statements showing for each month the total quantities of goods manufactured and of yarn spun in mills in the Province.

Power to make rules.

6. (1) The Provincial Government may, by notification in the official Gazette, make rules consistent with this Act to carry out the purposes thereof.

(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely :—

(*a*) the form of any return required under this Act, the particulars to be contained therein, and the manner in which the return shall be verified ;

(*b*) the nature of the records to be maintained by the owners of mills ;

(*c*) the powers and duties, in regard to the inspection of mills under this Act, of the officers authorized to make such inspections ; and

(*d*) any other matter which may be or is to be prescribed.

Koviloor Acadamy

Penalties.

7. (1) Any person who—

(*a*) knowingly falsifies any record of manufacture or production kept in a mill, or

(*b*) being required to deliver a return under section 3, knowingly delivers a false return, or

(*c*) omits to make any return required by section 3, or refuses to sign or complete the same, or

(*d*) knowingly does any act, not otherwise punishable under this Act, in contravention of the provisions of any rule made under this Act,

shall be punishable with fine which may extend to five hundred rupees.

(2) Any person who discloses any particulars or other information acquired by him in the inspection of any mill under this Act shall be punishable with fine which may extend to one thousand rupees :

Provided that nothing in this sub-section shall apply to the disclosure—

(*a*) of any such particulars or information for the purpose of a prosecution under section 193 of the Indian Penal Code or under this Act, in respect of any return kept or record made for the purposes of this Act, or

XLV of 1860.

(*b*) of any such particulars or information to any person acting in the execution of any duty imposed upon him by this Act, where the disclosure is necessary for the purposes of this Act.

Exemption.

8. The Provincial Government may, by notification in the Official Gazette, exempt from the operation of this Act or of any specified provision thereof any mill or class of mills, or any goods or class of goods, specified in the notification.

Protection for acts done under this Act.

9. No suit or other legal proceeding shall be instituted against any person in respect of anything which is in good faith done or intended to be done under this Act.

Koviloor Acadamy

THE COTTON INDUSTRY (STATISTICS) RULES, 1926.

Short title.

1. These rules may be called the Cotton Industry (Statistics) Rules, 1926.

Definition.

2. In these Rules—

"Act" means the Cotton Industry (Statistics) Act, 1926.

Prescribed officer.

3. The officer to whom the return required by sub-section (1) of section 3 of the Act is to be delivered shall be, in the case of mills situate in the Presidency of Bombay, the Collector of Customs, Bombay and, in the case of all other mills, the Director-General of Commercial Intelligence and Statistics, Calcutta.

Form of return.

4. (1) The return of cotton goods required by secton 3 of the Act shall be in Form A appended to these rules and shall contain the particulars indicated therein shown separately for each description of goods; the return of cotton yarn required by the said section shall be in Form B appended to these rules.

(2) The declaration of the truth of the said returns shall be subscribed in the terms set forth at the foot of the said forms.

Check of returns.

5. When a return duly completed has been delivered to the officer prescribed in rule 3 he shall check the same or cause the same to be checked in any manner that may appear to him desirable and may for this purpose examine and compare or cause to be examined and compared the records of the mill to which the return relates.

Register of cotton goods manufactured.

6. The owner of every mill in which cotton goods are manufactured shall prepare and maintain in English a register to be called "Register of cotton goods manufactured" in which shall be entered daily the description, weight and yardage or quantity as the case may be of all cotton goods manufactured in the mill.

Register of cotton yarn spun.

7. The owner of every mill in which cotton yarn is spun shall prepare and maintain in English a register to be called "Register of cotton yarn spun" in which shall be entered daily the description of counts and the weight of all yarn spun in the mill.

Registers to be kept on premises of mill.

8. The registers prescribed in rules 6 and 7 shall be kept on the premises of the mill.

Koviloor Acadamy

FORM A.

PARTICULARS OF ALL COTTON GOODS MANUFACTURED AT ..... MILL DURING THE PERIOD BEGINNING ..... AND ENDING .....

Description of goods.	Weight in lb.	Yards of dozens.
PART I.		
Grey and bleached piece-goods.		
(To be reported in lb. and yards.)		
1. Chadars		
2. Dhuties		
3. Drills and jeans		
4. Cambrics and lawns		
5. Printers		
6. Shirtings and long cloth		
7. T. Cloth, domestics and sheeting		
8. Tent cloth		
9. Khadi, dungri or khaddar		
10. Other sorts		
PART II.		
Coloured piece-goods.		
(To be reported in lb. and yards.)		
1. Chadars		
2. Lungis and dhuties		
3. Drills and jeans		
4. Greys, dyed		
5. Coloured striped saris and susis		
6. Cotton tweeds and checks		
7. Other sorts		
PART III.		
Grey and coloured goods other than piece-goods.		
(To be reported in lb. and dozens and grey, bleached and coloured goods of each description to be distinguished.)		
PART IV.		
Hosiery.		
(To be reported in lb. and dozens.)		

Koviloor Acadamy

Description of goods.	Weight in lb.	Yards or dozens.
PART V.		
Miscellaneous cotton goods.		
(To be reported in lb. only.)		
PART VI.		
Cotton goods mixed with silk or wool.		
(To be reported in lb. only.)		
Total ..		

I do hereby declare that I have compared the above particulars with the records and books of my mill, and that they are in so far as I can ascertain, accurate and complete.

Dated this day of 19 .

(Signature) ————————

(To be signed by the mill-owner, managing agent or other principal officer of the mill.)

FORM B.

RETURN MADE FOR THE MILL SHOWING THE DESCRIPTION AND WEIGHT OF ALL YARN SPUN DURING THE MONTH ENDING 19 .

Count of yarn.	Weight in lb. of each count.

I do hereby declare that I have compared the above particulars with the records and books of my mill, and that they are, in so far as I can ascertain, accurate and complete.

Dated this day of 19 .

(Signature)————————

(To be signed by the mill-owner, managing agent or other principal officer of the mill.)

Koviloor Acadamy

MISCELLANEOUS NOTIFICATIONS.

I

G.O. No. 721, *Development, dated* 17*th May* 1926.

Under sub-section (1) of section 4 of the Cotton Industry (Statistics) Act, 1926 (XX of 1926), the Government of Madras are pleased to authorize the Revenue Divisional Officers in the Presidency to perform, within their respective jurisdictions, all or any of the functions enumerated in that section.

II

G.O. No. 1484, *Development, dated* 16*th October* 1926.

Under sub-section (1) of section 4 of the Cotton Industry (Statistics) Act, 1926 (XX of 1926), the Government of Madras are pleased to authorize the Chief Inspector of Factories, Madras, to perform, within the City of Madras, all or any of the functions enumerated in that section.

Koviloor Acadamy

THE INDIAN MERCHANDISE MARKS ACT, 1889.

EXTRACTS.

* * * *

Stamping of length of piecegoods manufactured in British India.

12. (1) Piecegoods, such as are ordinarily sold by length or by the piece, which have been manufactured in premises which are a factory as defined in the Indian Factories Act, 1881, shall not be removed from these premises without having conspicuously stamped in English numerals on each piece the length thereof in standard yards, or in standard yards and a fraction of such a yard, according to the real length of the piece.

(2) If any person removes or attempts to remove any such piecegoods from any such premises without the length of each piece being stamped in the manner mentioned in sub-section (1), every such piece, and everything used for the packing or removal thereof, shall be forfeited to Her Majesty, and such person shall be punished with fine which may extend to one thousand rupees.

Authority of the Governor-General in Council to issue instructions as to administration of this Act.

16. (1) The Governor-General in Council may, by notification in the *Gazette of India* and in local official Gazettes, issue instruction for observance by Criminal Courts in giving effect to any of the provisions of this Act.

(2) Instructions under sub-section (1) may provide, among other matters, for the limits of variation, as regards number, quantity, measure, gauge or weight, which are to be recognized by Criminal Courts as permissible in the case of any goods.

GOVERNMENT OF INDIA NOTIFICATION No. 1474, DATED 13TH NOVEMBER 1891, AS SUBSEQUENTLY AMENDED.

Trade descriptions of length and width.

In exercise of the powers conferred by section 16 of the Indian Merchandise Marks Act IV of 1889, and in supersession of all existing orders on the subject, the Governor-General in Council directs that Criminal Courts, in giving effect to the provisions of the Act in respect of trade descriptions of quantity, measure, or weight of the goods specified hereunder, shall observe the following instructions :—

I. A trade description of length stamped on grey, white or coloured cotton piecegoods shall not be deemed to be false in a material respect, unless—

(*a*) where a single length is stamped, the description exceeds the actual length by more than—

Four inches in pieces stamped as 10 yards long and under ;

Five inches in pieces stamped as above 10 yards and up to 23 yards long ;

Koviloor Acadamy

Seven inches in pieces stamped as above 23 yards and up to 36 yards long ;

Nine inches in pieces stamped as above 36 yards and up to 47 yards long ;

Eighteen inches in pieces stamped as above 47 yards long;

Provided that the average length of the goods in question shall not be less than the stamped length.

(*b*) Where a maximum and a minimum length are stamped the described maximum length is greater than the actual length by more than—

Nine inches in piecegoods under 35 yards long ;

Eighteen inches in piecegoods 35 yards and up to 47 yards long ;

Thirty-six inches in piecegoods above 47 yards long :

Provided that no such piece shall measure less than the minimum stamped length.

II. A trade description of width stamped on grey, white or coloured cotton piece-goods shall not be deemed to be false in a material respect, unless the description exceeds the actual width by—

Half an inch in pieces stamped as 40 inches or less in width ;

Three-quarters of an inch in pieces stamped as over 40 inches or under 59 inches in width ;

One inch in pieces stamped as 59 inches or more in width ;

Provided that the average width of the goods in question shall not be less than the stamped width.

Trade description of count.

III. A trade description of count or number, length or weight, applied to *grey* or *bleached cotton yarn* shall not be deemed to be false in a material respect, unless—

(*a*) the described count or number is greater or less than the actual count or number by more than 5 per cent, provided that the average count of the whole of the yarn in question is not greater or less than the described count ; or

(*b*) (i) in a bundle of *grey yarn*, the average length of the whole number of single hanks is less than 840 yards and of double hanks is less than 1,680 yards ;

(ii) in a bundle of *bleached yarn*, the average length of single hanks is less than 819 yards and of double hanks is less than 1,638 yards ; or

(*c*) (i) in a bundle of yarn of any count under 50, described as being 10 lb. in weight, the number of knots of 20 hanks each is not half of, or the number of knots of 10 hanks each is not the same as, or the number of knots of 5 hanks each is not double, the described count or number of the yarn ; or

Koviloor Acadamy

(ii) in a bundle of yarn of any count under 50, described as being 5 lb. in weight, the number of knots of 20 hanks each is not a quarter of, or the number of knots of 10 hanks each is not half of, or the number of knots of 5 hanks each is not the same as, the described count or number of the yarn ; or

(iii) in a bundle of yarn of any count from 50 upwards, the number of knots of 20 hanks each is not half, or the number of knots of 40 hanks each is not a quarter, when the described weight is 10 lb., or is not a quarter or an eighth, when the described weight is 5 lb. of the count or number of the yarn ; or

(*d*) in the case of bleached yarn, the described weight exceeds the actual weight by more than—

10 per cent in counts up to 24 ;

8½ per cent in counts from 25 to 40 ;

7½ per cent in counts of 41 and upwards ;

the allow ances being 1 per cent less than that specified in each of the above cases if the bleached yarn in the bundle is two-fold :

Provided that for the purposes of applying any of the sub-classes of clause (*c*) to importations of single yarn in double hanks and of two-fold yarn in single and double hanks, one single hank of two-fold yarn, one double hank of single yarn, and one double hank of two-fold yarn shall be taken respectively as two, two and four hanks of single yarn, but the described count or number shall contain a definite indication that the yarn in the bundle is two-fold or in double hanks or both, as the case may be.

IV. A trade description of count or number applied to a bundle of dyed cotton yarn shall be accepted as indicating length only, the hank being taken to measure 840 yards, and it shall be deemed to be false in a material respect if the average length of the hanks in a bundle is less than 819 yards.

V. A trade description of length supplied to thread of any kind (of cotton, wool, flax or silk) shall not be deemed to be false in a material respect, unless it exceeds the actual length by more than 1 per cent.

VI. The dimensions of goods on which their length or width is stamped shall be determined by measurement in imperial yards of 36 inches.

Koviloor Acadamy

EXECUTIVE ORDERS AND INSTRUCTIONS.

I

SAFETY FIRST INSTRUCTIONS.

C.I.F.'s D. Dis. 3437/35, *dated* 13*th December* 1935.

[Factories Act, 1934—First aid equipment in factories—Section 32 (*b*) and rule 83—Scale prescribed.]

1. . . . The first aid box in factories should be distinctively marked with a white cross on a red ground and should contain at least :

(i) A sufficient number according to the number of employees engaged in work wherein they run risk of accident (not less than two dozens) of small sterilized dressings for injured fingers.

(ii) A sufficient number (not less than one dozen) of medium size sterilized dressings for injured hands or feet.

(iii) A sufficient number (not less than half dozen) of large sterilized dressings for other injured parts.

(iv) A sufficient number of sterilized burn dressings (small and large) where there is risk of burns.

(v) A sufficient supply of sterilized cotton wool.

(vi) A two per cent alcoholic solution of iodine.

(vii) A bottle of sal volatile, having the dose and mode of administration indicated on the label.

(viii) A supply of suitable splints and cotton wool or other material for padding where there is no hospital available within reasonable distance.

(ix) A supply of adhesive plaster.

(x) A tourniquet.

(xi) One dozen roller bandages.

(xii) Half a dozen triangular bandages.

(xiii) Safety pins also.

(xiv) Copies of " First Aid to the Injured " in English and in the language of any person likely to administer first aid, obtainable from any branch of the Red Cross Society or the St. John Ambulance Association.

N.B.—Items (viii), (x) and (xii) if in their original packing may with the approval of the Inspector be kept elsewhere. In a factory where there is a first aid room or a dispensary, the first aid box need not be used.

Koviloor Acadamy

II

G.O. No. 2384, *P.H., dated* 21*st November* 1925.

Factories—Plans for construction, re-construction or establishment in municipal and local board areas—Scrutiny by Factory Inspectors before approval—Ordered.]

The Government consider that before permission is granted under section 288 of the Madras City Municipal Act, 1919, for the erection of any steam-boiler or machinery or under section 250 of the Madras District Municipalities Act, 1920, or section 194 of the Madras Local Boards Act, 1920, for the construction or re-construction or establishment of a factory, the plans of the buildings should be scrutinized by technical experts in order to ensure healthy conditions of work for the operatives. The Commissioner of the Madras Corporation, chairmen of municipal councils and presidents of Local Boards are, accordingly, requested to see that before a licence is granted all such plans are scrutinized by the Factory Inspector, within whose jurisdiction the local area lies.

2. The Factory Inspectors will scrutinize the plans only with reference to the adequacy of the provision made for ventilation and light, the height of the rooms and doors and the suitability of the exits to be used in the event of fire and similar matters. They will not advise on or be responsible for the strength or safety of the buildings. They should return the plans sent for their scrutiny within one week of receipt with such remarks as are necessary.

3. A memorandum of instructions for the guidance of those concerned is appended.

APPENDIX.

Memorandum of Instructions.

1. All rooms in which mechanical power or machinery will be used should be of a suitable height. (A minimum of 12 feet is suggested.)

2. To prevent overcrowding, floor space at the rate of 36 sq. ft. for each person to be employed at one time in any room should be provided. Where mechanical or electrical power is not used a breathing space of at least 500 cubic feet for each person, and where such power is used, at least 700 cubic feet should be provided.

3. The lighting should be sufficient and, wherever possible, there should be sky-lights in the roof in addition to windows. In every room, ventilating openings should be provided in the proportion of 5 sq. ft, for each person to be employed and the opening should be such as to admit of a continued supply of air.

4. All doors of exit should open outwards and should be not less than 6 feet high and 4 feet wide. All rooms should have two exits as far apart as possible. Every building of more than one

Koviloor Acadamy

storey should be provided with at least two sets of stairs or steps permanently fixed either inside or outside the building so as to afford direct unimpeded access from every part of the factory to the ground level and every window or door giving access to an external staircase should be so arranged as to open immediately from the inside ; in case of an upper storey in which not more than twenty persons are to be employed, one set of stairs made of non-combustible material should be erected. Every ginning factory should be provided with at least two flights of stairs made of brick-work or other fire-resisting material.

5. There should be sufficient compound or yard space round the factory to allow for a satisfactory location of latrines. Latrines should be in an accessible place within the precincts of the factory and detached from the other factory buildings. The accommodation shall be provided in the following scale :—

[*See* Rules 15 and 16 of the Madras Factories Rules, 1937.]

6. In the case of cotton mills, roofs of corrugated or galvanized iron without any other protective covering should be prohibited unless the height of the room immediately beneath is more than 20 feet.

III

G.O. No. 239, *P.H., dated 8th February* 1927.

[Factories—Grant of permission to construct—By local bodies—Health officers should be consulted.]

It has been brought to the notice of the Government that local bodies have in some cases granted permission under section 250 of the Madras District Municipalities Act, 1920, or section 194 of the Madras Local Boards Act, 1920, for the construction or establishment of factories, workshops, etc., irrespective of the interests of the localities in which they are to be situated. Collectors have in several cases recently been compelled to exercise the powers vested in them by sub-section (2) of section 36 of the District Municipalities Act and of section 38 of the Local Boards Act in order to suspend the resolutions of local bodies granting permission to private individuals for the construction of factories in unsuitable localities.

2. The Government consider that the construction of factories, workshop, etc., in the midst of dwelling houses or in the vicinity of a hospital, school, church or other public buildings is dangerous to human health. Local bodies are accordingly requested to arrange that before permission is granted for the construction of such factories, workshops, etc., District Health Officers are, in the first instance, consulted as to whether permission can be granted without prejudice to the health of persons residing in the locality in which it is proposed to establish the factory, workshop or work place.

Koviloor Acadamy

IV

G.O. No. 1983, *P.H., dated 9th August* 1929.

[Licence—Ginning and pressing factories—Condition to the grant of—Orders issued.]

. . . the Indian Cotton Committee have pointed out that in most of the cotton centres, the ginning and pressing factories have combined to form pools, a system which adopts as a rule the procedure that all the factories participating in the pool should levy the same rate of charge for ginning and pressing, a certain proportion of this charge, considered sufficient to cover the actual charge of ginning and pressing, being retained by each factory and the remainder paid to the pool for being divided at the end of the season *pro rata* to the number of gins or presses owned by the various owners. Such pools are reported to exist in Tiruppur, Adoni, Nandyal, Guntur, Bezwada and Narsaraopet, the rates of ginning at Nandyal being higher than those in other centres. While deprecating this system as being in many ways objectionable and prejudicial to the interests of the cultivator, the committee have suggested as one of the remedies for the evils resulting from it that no licence should be granted to a ginning or pressing factory which does not undertake to work for at least eight weeks in a year unless prevented by causes beyond the control of its owner. The Government approve with the Committee that the existence of pools is detrimental to the interests of the cultivators and that the remedy suggested by it shall have a beneficial effect in preventing the erection of gins and presses merely for the purpose of sharing in the profits of a pool and they accordingly consider that no licence should be granted to a ginning or a pressing factory unless the owner thereof undertakes to work it for at least eight weeks in a year. The Chairmen of Municipal Councils and the Presidents of Taluk and Union Boards are accordingly requested to see that, before they issue a licence under clause (3) of section 249 of the Madras District Municipalities Act, 1920, or under clause (3) of section 193 of the Madras Local Boards Act, 1920, as the case may be, the owners of the ginning or pressing factories give such an undertaking.

V

G.O. Ms. No. 1354, *P.H., dated 2nd June* 1930.

[Factories—Plans of buildings—Scrutiny by Inspector of Factories—Instructions—Issued.]

In G.O. No. 2384, P.H., dated 21st November 1925, Presidents of Local Boards and Chairmen of Municipal Councils were requested to see that, before a licence is granted for the construction, reconstruction or establishment of a factory, plans of the buildings are scrutinized by the Factory Inspector within whose jurisdiction the local area lies. The Commissioner of Labour brought to the

Koviloor Acadamy

notice of Government that certain Chairmen of Municipal Councils and Presidents of Local Boards have not complied with the instructions issued in the Government Order. . . . the Presidents and Chairmen concerned were requested to explain the reasons which led to this omission. From the replies received it is observed that the failure in some cases was due to the fact that the Presidents and Chairmen were not aware of the Government Order referred to. This excuse will not be accepted in future. The Presidents and Chairmen are requested to follow strictly the instructions given in the Government Order.

2. . . . the plans should be sent direct to the Inspector of Factories.

3. . . . both the Health Officer and the Inspector of Factories should be consulted before a licence is granted for a factory. The Government do not consider it is necessary that a separate licence should be obtained from the Inspector of Factories.

VI

G.Os. No. 4850, *L. & M., dated* 16*th December* 1931 *and No.* 1842, *P.H., dated* 19*th July* 1935.

[Rules—Madras Local Boards Act, 1920 and Madras District Municipalities Act, 1930—Plans of Factories.]

In exercise of the powers conferred by clause (i) of sub-section (2) and sub-clause (iv) of clause (*a*) of sub-section (4) of section 194 and clause (*a*) of sub-section (2) of section 199 of the Madras Local Boards Act, 1920 (Madras Act XIV of 1920), the Governor acting with Ministers is hereby pleased to make the following rules for the preparation of plans of factories, etc. :—

Rules.

1. The plan accompanying every application under section 194 of the Madras Local Boards Act, 1920, shall be in duplicate and shall consist of—

(i) a site plan, and

(ii) a plan showing both elevations and sections of the proposed factory, workshop or workplace or other premises drawn to a scale of not less than one-eighth of an inch to a foot.

2. Every site plan shall show—

(*a*) the boundaries of the site and of any adjoining land owned by the applicant ;

(*b*) the position of the site in relation to neighbouring streets ;

(*c*) the name of the street in which the building is proposed to be erected ;

(*d*) the position of the building and of all other buildings (if any) which the applicant intends to erect upon his adjoining land (if any) referred to in clause (*a*) in relation to

Koviloor Acadamy

(i) the boundaries of the site,

(ii) all adjacent streets, buildings and premises within a distance of 250 feet of the site and of the contiguous land (if any) referred to in clause (*a*);

(*e*) the means of access from the street to the building and to other buildings (if any) which the applicant intends to erect upon his adjoining land (if any) referred to in clause (*a*),

(*f*) the position and approximate height of all other buildings within 250 feet of the site;

(*g*) the position and dimensions of proposed latrines, urinals, drains, cess-pools, sources of water-supply (the purpose of each of which should be specified) and other appurtenances;

(*h*) the free passage or way in front of the building;

(*i*) the space to be left about the building to secure a free circulation of air, admission of light and access for scavenging purposes;

(*j*) the width of the street (if any) in front, and of the street (if any) at the rear, of the building; and

(*k*) the position of the dust-extracting apparatus, if any to be installed.

3. Every plan of the proposed factory, workshop or workplace or of the premises shall show—

(*a*) the level of the lowest floor of such factory, workshop, workplace or premises;

(*b*) the level of all open spaces surrounding such factory, workshop, workplace or premises;

(*c*) the depth and width of the foundations of such factory, workshop, workplace or premises;

(*d*) the thickness of all external and party walls;

(*e*) the positions and dimensions of windows, doorways, and ventilators;

(*f*) the position of and the area in square feet occupied by the boiler, steam, gas or oil engine, electric dynamo, turbine, water-wheel or other mechanical or electrical power, every machine, line shaft, furnace, chimney, smiths' hearth, water-tank and steam water drain, exhaust and other piping;

(*g*) the maximum number of persons likely to be employed in each room at any one time; and

(*h*) whether doors open inwards or outwards or whether they are sliding.

NOTE.—A certificate shall be embodied in the plan to the effect that all the particulars referred to in clauses (*a*) to (*h*) of this rule have been marked in the plan.

Koviloor Acadamy

4. There shall be sufficient compound or yard space round every factory, workshop, workplace or premises referred to in section 194 of the Madras Local Boards Act, 1920, to allow for a satisfactory location of latrines. Latrines shall be constructed in an accessible place within the precincts of, but detached from the buildings in the factory workshop, workplace or premises. If women are employed, separate latrines screened from those for men shall be provided. The accommodation provided for both men and women shall not fall short of the following scale :—

(i)

FLUSH-OUT SYSTEM OF LATRINES.

A.—Men.

	Seats.
If separate urinals are provided—	
Where the number of men-operatives does not exceed 100.	One for every 25 or fraction of 25.
Where the number of men-operatives exceeds 100.	Four for the first 100 and 1 for every 40 or fraction of 40 in excess of 100.
If separate urinals are not provided whatever the number of men-operatives.	One for every 25 or fraction of 25.

B.—Women.

Whether separate urinals are provided or not whatever the number of women-operatives.	One for every 25 or fraction of 25.

(ii)

NON-FLUSH-OUT SYSTEM OF LATRINES.

A.—Men.

	Seats.
Whether separate urinals are provided or not—	
Where the number of men-operatives does not exceed 10.	One.
Where the number of men-operatives exceeds 10 ,but does not exceed 25.	Two.
Where the number of men-operatives exceeds 25, but does not exceed 50.	Three.
Where the number of men-operatives exceeds 50.	Three for the first 50 and one for every 20 in excess of 50.

B.—Women.

(Same scale as for men.)

Explanation 1.—'Non-flush-out latrines' include all types of latrines which are not connected with a water-borne sewage system.

Explanation 2.—Separate urinals shall not be deemed to have been provided within the meaning of this rule unless—

(i) where the urinal is an open enclosure, a minimum of 20 sqaure feet of floor space is provided for every 100 operatives or fraction of 100, and

Koviloor Acadamy

(ii) where the urinal is divided into compartments,

(*a*) one urinal is provided for every 50 operatives or fraction of 50, and

(*b*) the urinals are in accordance with [the Sanitary Engineer's Type Design San. No. 137/1928, as may, from time to time, be modified by him.

Exception.— This sub-rule shall not apply to any factory which is in existence on the date on which it comes into force. The Inspector of Factories may however require the owner of any such factory to provide latrine accommodation on the scale laid down in this sub-rule, if, in his opinion the accommodation available in the factory is out of date, in a dilapidated condition or otherwise unsatisfactory.

5. Before permission is granted under sub-section (3) of section 194, the approval of the Inspector of Factories referred to in clause (*a*) of sub-section 4 of that section, shall be obtained with reference to the adequacy of the provision made in the factory, workshop, workplace, or premises concerned for the extraction of dust, unless the Chief Inspector of Factories has granted exemption from compliance with the provisions of this rule.

VII

In exercise of the powers conferred by clause (i) of sub-section (2) and sub-clause (iv) of clause (*a*) of sub-section (4) of section 250 and clause (*a*) of sub-section (2) of section 300 of the Madras District Municipalities Act, 1920 (Madras Act V of 1920), the Governor acting with Ministers is hereby pleased to make the following rules for the preparation of plans of factories, etc. :—

Rules.

1. The plan accompanying every application under section 250 of the Madras District Municipalities Act, 1920, shall be in duplicate and shall consist of—

(i) a site plan, and

(ii) a plan showing both elevations and sections of the proposed factory, workshop or workplace or other premises, drawn to a scale of not less than one-eighth of an inch to a foot.

2. Every site plan shall show—

(*a*) the boundaries of the site and of any adjoining land owned by the applicant ;

(*b*) the position of the site in relation to neighbouring street ;

(*c*) the name of the street in which the building is proposed to be erected ;

Koviloor Acadamy

(*d*) the position of the building and of all other buildings (if any) which the applicant intends to erect upon his adjoining land (if any) referred to in clause (*a*) in relation to

(i) the boundaries of the site,

(ii) all adjacent streets, buildings and premises within a distance of 250 feet of the site and of the contiguous land (if any) referred to in clause (*a*) ;

(*e*) the means of access from the street to the building and to other buildings (if any) which the applicant intends to erect upon his adjoining land (if any) referred to in clause (*a*) ;

(*f*) the position and approximate height of all other buildings within 250 feet of the site ;

(*g*) the position and dimensions of proposed latrines, urinals, drains, cess-pools, sources of water-supply (the purpose of each of which should be specified) and other appurtenances ;

(*h*) the free passage or way in front of the building ;

(*i*) the space to be left about the building to secure a free circulation of air, admission of light and access for scavenging purposes ;

(*j*) the width of the street (if any) in front, and of the street (if any) at the rear, of the building ; and

(*k*) the position of the dust-extracting apparatus, if any, to be installed.

3. Every plan of the proposed factory, workshop or workplace or of the premises shall show—

(*a*) the level of the lowest floor of such factory, workshop, workplace or of the premises ;

(*b*) the level of all open spaces surrounding such factory, workshop, workplace or premises ;

(*c*) the depth and width of the foundations of such factory, workshop, workplace or premises ;

(*d*) the thickness of all external and party walls ;

(*e*) the positions and dimensions of windows, doorways and ventilators ;

(*f*) the position of and the area in square feet occupied by the boiler, steam, gas or oil engine, electric dynamo, turbine, water-wheel, or other mechanical or electrical power, every machine, line shaft, furnace, chimney, smiths' hearth, water-tank and steam water drain, exhaust and other piping ;

(*g*) the maximum number of persons likely to be employed in each room at any one time ; and

(*h*) whether doors open inwards or outwards or whether they are sliding.

NOTE.—A certificate shall be embodied in the plan to the effect that all the particulars referred to in clauses (*a*) to (*h*) of this rule have been marked in the plan.

Koviloor Acadamy

4. There shall be sufficient compound or yard space round every factory, workshop, workplace or premises referred to in section 250 of the Madras District Municipalities Act, 1920, to allow for a satisfactory location of latrines. Latrines shall be constructed in an accessible place within the precincts of, but detached from the buildings in the factory, workshop, workplace or premises. If women are employed, separate latrines screened from those for men shall be provided. The accommodation provided for both men and women shall not fall short of the following scale :—

(i)

FLUSH-OUT SYSTEM OF LATRINES.

A.—Men.

	Seats.
If separate urinals are provided—	
Where the number of men operatives does not exceed 100.	One for every 25 or fraction of 25.
Where the number of men operatives exceeds 100.	Four for the first 100 and one for every 40 or fraction of 40 in excess of 100.
If separate urinals are not provided whatever the number of men operatives.	One for every 25 or fraction of 25.

B.—Women.

Whether separate urinals are provided or not whatever the number of women operatives.	One for every 25 or fraction of 25.

(ii)

NON-FLUSH-OUT SYSTEM OF LATRINES.

A.—Men.

	Seats.
Whether separate urinals are provided or not—	
Where the number of men operatives does not exceed 10.	One.
Where the number of men operatives exceeds 10 but does not exceed 25.	Two.
Where the number of men operatives exceeds 25 but does not exceed 50.	Three.
Where the number of men operatives exceeds 50.	Three for the first 50 and one for every 20 in excess of 50.

B.—Women.

(Same scale as for men.)

Explanation 1.—'Non-flush-out latrines' include all types of latrines which are not connected with a water-borne sewage system.

Explanation 2.—Separate urinals shall not be deemed to have been provided within the meaning of this rule unless—

(ii) where the urinal is an open enclosure, a minimum of 20 sqaure feet of floor space is provided for every 100 operatives or fraction of 100, and

Koviloor Acadamy

(ii) where the urinal is divided into compartments—

(*a*) one urinal is provided for every 50 operatives or fraction of 50, and

(*b*) the urinals are in accordance with the Sanitary Engineer's Type Design San. No. 137/1928, as may, from time to time, be modified by him.

Exception.—This sub-rule shall not apply to any factory which is in existence on the date on which it comes into force. The Inspector of Factories may, however, require the owner of any such factory to provide latrine accommodation on the scale laid down in this sub-rule, if in his opinion the accommodation available in the factory is out of date, in a dilapidated condition or otherwise unsatisfactory.

5. Before permission is granted under sub-section (3) of section 250, the approval of the Inspector of Factories referred to in clause (*a*) of sub-section (4) of that section, shall be obtained with reference to the adequacy of the provision made in the factory, workshop, work place or premises concerned for the extraction of dust, unless the Chief Inspector of Factories has granted exemption from compliance with the provisions of this rule.

VIII

G.O. Ms. No. 1330, *L. & M., dated* 12*th April* 1932.

[Factories—Madras City—Plans ordered to be sent to the Inspector of Factories.]

In partial modification of G.O. No. 2384, P.H., dated the 21st November 1925, and in so far as it relates to the Madras City, the Government direct that pending an amendment of the Madras City Municipal Act, 1919, on the lines of section 250 of the Madras District Municipalities Act, 1920, it would suffice if only plants of buildings which are "factories" within the meaning of the term, as defined in the Indian Factories Act, 1911, are sent to Inspector of Factories for scrutiny. The Commissioner, Corporation of Madras, is requested to grant permission for the installation of machinery in such cases only after the defects, if any, pointed out by the Inspector are remedied. Cases of installation of additional machinery in a place already licensed for machinery need not be sent to the Inspector of Factories.

IX

G.O. No. 1603, *P.H., dated* 28*th June* 1934.

[Factories—Scrutiny of plans of buildings of factories by Inspector of Factories under section $\frac{\text{194 of the Madras Local Boards}}{\text{250 of the Madras District Municipalities}}$ Act, 1920—Restricted to factories which come under the scope of the Indian Factories Act, 1911.]

Pending the amendment of the above sections and in partial modification of G.O. No. 2384, P.H., dated 21st November 1925, the Government direct that only plans of buildings which are

Koviloor Acadamy

factories as defined in the Indian Factories Act, 1911, need be sent to the Inspector of Factories for scrutiny and approval under section 194 of the Madras Local Boards Act / 250 of the Madras District Municipalities Act.

X

G.O. No. 2084, *P.H., dated the 5th September* 1934.

[Licences—Application for licences and permissions under sections 193 and 194 of the Madras Local Boards Act, 1920. / 249 and 250 of the Madras District Municipalities Act, 1920. Disposal by local bodies—Time-limit—Instructions issued.]

The attention of all local bodies and municipal councils is invited to the provisions of section 212 (11)/321 (11) of the Madras Local Boards Act, 1920/District Municipalities Act, 1920, and they are informed that they should pass orders on applications for licences or renewal of licences under section 193/249 of the said Acts within thirty days of the receipt of the application. As regards applications for permission under section 194/250 of the Acts orders should be passed within the same period, viz., thirty days after the receipt of the application or as soon as possible thereafter. If it is not possible in the case of the latter applications to pass orders within the period of thirty days, an interim order should be issued to the applicant stating what action has been taken on his application and when final orders are likely to issue.

XI

G.O. No. 1119, *P.H., dated 7th June* 1927.

[Town-planning—Municipalities and Unions—Areas should be set apart for industrial development.]

All municipal councils and union boards are requested to fix in consultation with the Director of Town Planning and the local Health Officer a definite area within the municipality or union for industrial development and to refuse permission under section 250 of the Madras District Municipalities Act or section 194 of the Madras Local Boards Act for the establishment of factories outside this area.

XII

G.Os. No. 638, *P.H.* (*Local Self-Government*) *dated* 17*th March* 1935, *and No.* 2725, *P.H., dated* 22*nd November* 1934.

[Factories—Establishment of electrical engines up to 15 horse power—Outside industrial areas—Permitted subject to certain conditions.]

In G.O. No. 1119, P.H., dated the 7th June 1927, local bodies were requested to fix in consultation with the Director of Town Planning and the local Health Officer a definite area within their

Koviloor Acadamy

jurisdiction for industrial development and to refuse permission under section 250 of the Madras District Municipalities Act, and section 194 of the Madras Local Boards Act, 1920, for the establishment of factories outside the area.

2. It was subsequently represented to the Government that it was not necessary to restrict rigidly the use of electric power outside the industrial area, and the Government in their Order No. 1098, P.H., dated the 16th June 1931, were accordingly pleased to modify their previous orders and permit the installation of electric motors outside industrial areas up to a limit of 5 horse power, provided that such installation is not a source of public nuisance or danger to public health. It has now been represented to Government that the restriction imposed in these Government Orders hampers electrical and industrial development and that the limit up to which industrial plant worked with electricity may be allowed outside the industrial areas may be raised to 25 horse power. The Government have consulted the Director of Public Health, the Director of Town Planning and the Chief Inspector of Factories in the matter and are pleased in modification of their previous orders, to permit the installation of electric motors outside industrial areas up to a limit of 15 horse power, except in any party of a Town Planning Scheme area reserved for residential purposes, subject to the following conditions :—

(1) That the installation is not a source of public nuisance or danger to public health ;

(2) that, subject to the provisions laid down in section $\frac{\text{250 (4) (b) of the Madras District Municipalities Act, 1920,}}{\text{194 (4) (b) of the Madras Local Boards Act, 1920,}}$ the site and the surroundings of the installation are approved by the Municipal Health Officer where the Municipal Council employs such an officer or by the District Health Officer and by the Municipal Engineer if there is one or by the responsible authority as defined in section 2 (8) of the Madras Town Planning Act, 1920, as amended

District Health Officer and the District Board Engineer in cases where the site lies in town planning areas ;

(3) that the machinery is installed in a building structurally detached from adjacent buildings except in cases in which the consent of the owners of those buildings has been obtained, a distance limit being placed by the licensing authority in better class residential areas ;

(4) that the limit of 15 horse power is restricted to a single plot or property though more than one power unit may be in stalled in that plot or property ;

(5) that the working hours of the factory are limited under section 251 of the Madras District Municipalities Act, or section 195 of the Madras Local Boards Act, 1920 ;

Koviloor Acadamy

(6) that the machinery is not used for the purpose of carrying on offensive trades ; and

(7) that such other local restrictions as are necessary to preserve sanitary conditions, amenity and convenience are imposed.

XIII

G.O. No. 2371, *P.H., Local Self-Government, dated 11th September* 1935.

[Factories—Establishment of electrical installations outside industrial areas—Permitted up to 20 horse power, subject to certain conditions.]

In modification of G.O. No. 638, P.H., dated 17th March 1933 and G.O. No. 2725, P.H., dated 22nd November 1934, the Government are pleased to permit the installation of electric motors outside industrial areas up to a limit of 20 horse power except in any area forming part of a town planning scheme and reserved for residential purposes, subject to the following conditions, namely :—

(1) That in the opinion of the Municipal Health Officer or the District Health Officer as the case may be the installation is not a source of nuisance or danger to public health and that in the case of any difference of opinion in the matter the decision of the Director of Public Health shall prevail ;

(2) that where the installation proposed is of more than 15 horse power the previous approval of the Director of Town Planning also shall be obtained ;

(3) that, subject to the provisions laid down in section 250 (4) (*b*) of the Madras District Municipalities Act, 1920, / 194 (4) (*b*) of the Madras Local Boards Act, 1920, the site and the surroundings of the installation are approved by the Municipal Health Officer where the municipal council employs such an officer or by the District Health Officer and by the Municipal Engineer if there is one or by the responsible authority as defined in section 2 (8) of the Madras Town Planning Act, 1920, asmended / District Health Officer and District Board Engineer in cases where the site lies in town planning areas ;

(4) that the machinery is installed in a building structurally detached from adjacent buildings except in cases in which the consent of the owners of those buildings has been obtained, a distance limit being placed by the licensing authority in better class residential areas ;

(5) that the limit of 20 horse power is restricted to a single plot or property though more than one power unit may be installed in that plot or property ;

(6) that the working hours of the factory are limited under section 251 of the Madras District Municipalities Act, or section 195 of the Madras Local Boards Act, 1920 ;

Koviloor Acadamy

(7) that the machinery is not used for the purpose of carrying on offensive trades ; and

(8) that such other local restrictions as are necessary to preserve sanitary conditions, amenity and convenience are imposed.

XIV

G.O. No. 1068, *P.H., dated 8th May* 1935.

[Factories—Scrutiny of plans of buildings of factories, workshop or work places not coming under the scope of the Indian Factories Act, 1911—Instructions issued.]

In G.O. No. 1603, P.H., dated the 28th June 1934, the Government directed that plans of only such buildings which are factories as defined in the Indian Factories Act, 1911, need be sent to the Inspector of Factories for scrutiny and approval under section 194 of the Madras Local Boards Act, 1920. / 250 of the Madras District Municipalities Act, 1920. In respect of buildings of factories. workshops or work places which do not fall within the scope of that Act, the Government consider that local bodies, when according permission for the construction of a factory, etc., should invariably insist on the observance of the conditions specified in the appendix to this order. Local bodies are also requested to notify annually that permissions for the construction of a factory will be granted only subject to these conditions being fulfilled.

APPENDIX.

Conditions.

1. The minimum height of all rooms in which mechanical power or machinery will be used should not be less than 12 feet. Non-machine rooms similarly should not be less than 10 feet in height.

2. The position and area occupied by machinery and fixtures should be indicated in the plan. Thirty-six square feet of net foor space and 600 cubic feet of breathing space shall be provided for each operative to be employed in a work room.

3. (*a*) The lighting should be sufficient. Wherever possible there should be skylights in the roof in addition to windows and wall ventilators. In every workroom, ventilating openings shall be provided at the rate of 5 square feet for each person employed and the openings should be such as to admit of a continued supply of fresh air.

(*b*) A roof ventilator, say, 6 feet long, 1 foot 6 inches high above the level of the ridge and 3 feet wide along each slope shall be provided in the engine room if an engine is used for supplying

Koviloor Acadamy

power, and one roof ventilator of similar dimensions in each machine room in rice mills, decorticating factories and cotton gins and presses, so placed as to draw away the dust or fumes.

(*c*) Windows should not be less than 3 feet wide and 4 feet high.

4. Each workroom should have two exits as far apart as possible. All exit doors should open outwards and should be not less than 6 feet high and 4 feet wide.

XV

C.I.F's. D. Dis. No. 483/37, *dated 1st April* 1937.

[Plans—Scrutiny of — Issue of Instructions.]

I have the honour to invite your attention to the Madras Government Notification No. 130, dated 17th February 1937, published on page 356 of Part I of the *Fort St. George Gazette*, dated 23rd February 1937, declaring all premises wherein or within the precincts whereof the process of decorticating of groundnuts is carried on with the aid of power and whereon or within the precincts whereof ten or more workers were employed, as factories, for all the purposes of the Factories Act, 1934. I request, therefore, that plans of all such premises may be forwarded to the Factory Inspector concerned, as it is done in the case of other factories, for scrutiny under section 194 of the Local Boards Act or section 250 of the District Municipalities Act before final sanction order is given by you, so that no technical difficulty may arise at a later stage.

XVI

G.O. No. 270, *P.H.*, dated *4th February* 1932.

[Factories—Prior approval of Inspector of Factories—Temporary permission subject to Inspector's approval—Orders passed.]

The Chairman is informed that the prior approval of the Inspector of Factories must be obtained in all cases which fall within the scope of section 2 (3) (*a*) and (*b*) of the Indian Factories Act, 1911.

2. In cases of the special nature referred to by the Chairman in his letter read above, the Council may, however, grant permission temporarily subject to the approval of the Inspector of Factories being obtained. Should such approval be refused the permission granted should be revoked.

XVII

C.I.F's. D. Dis. No. 1272/37, *dated 9th July* 1937.

[Beedi factories—Scrutiny of plans and issue of licences—Procedure laid down.]

I have the honour to invite your attention to the Madras Government Notification No. 436, dated 14th June 1937, published on page 1198 of Part I of the *Fort St. George Gazette*, dated 22nd June

Koviloor Acadamy

1937, declaring all places wherein the process of manufacturing beedies is carried on and wherein twenty or more workers were employed on any one day of the twelve months preceding the date of the notification as factories for the purposes (1) the provisions of sections 13, 14, 17 to 23 and 30 of Chapter III and sections 50 to 59 both inclusive of Chapter V of the Factories Act, 1934, and (2) the rules made thereunder in so far as they relate to the provisions aforesaid.

I request that plans of all such premises may therefore be forwarded to the Inspector of Factories concerned, as is done in the case of other factories, for scrutiny under section 194 of the Local Boards Act or 250 of the District Municipalities Act or 288 of the City Municipalities Act, before permission is given for opening a beedi factory. In the case of existing beedi factories, licences should not be renewed unless and until the premises wherein the said beedies are manufactured satisfy the requirements of the Factories Act, specially mentioned in the notification quoted above.

XVIII

Commissioner of Labour's No. C. 4-509/36, *dated 3rd March* 1936.

[Factories—Cotton Ginning and Pressing Factories Act—Approval of plans—Instructions issued.]

The owners of cotton ginning factories are hereby informed that when they build new factories, extend their old factories or make structural alterations, it would be in their own interest to construct, extend or alter to conform to the requirements of the standard plan and to invariably obtain the prior approval of the Commissioner of Labour under rule 11 of the rules made under the Cotton Ginning and Pressing Factories Act, 1925, such a procedure will avoid much correspondence and saving of expenses that might have to be incurred in carrying out alterations ordered later.

If the factories are found built so as not to be in reasonable conformity with the specifications given in the standard plan, action will be taken to stop the running of the factory.

A copy of the standard plan of a cotton ginning factory may be had from the Superintendent, Government Press, Mount Road, Madras, on payment of 8 annas a copy.

Koviloor Acadamy

AGENTS FOR THE SALE OF MADRAS GOVERNMENT PUBLICATIONS

IN INDIA

New Book Co., Booksellers, etc., 'Kitab Mahal,' 188-90, Hornby Road, Bombay.

D. B. Taraporevala Sons & Co., Bombay.

Thacker & Co. (Ltd.), Bombay.

N. S. Wagle, Circulating Agent and Bookseller, No. 6, Tribhuvan Road, Girgaon, Bombay.

The Book Company, Calcutta.

Butterworth & Co. (Ltd.), 6, Hastings Street, Calcutta.

R. Cambray & Co., Calcutta.

Thacker, Spink & Co., 3, Esplanade East, Calcutta.

K. Krishna Ayyar Brothers, Booksellers, Publishers, etc., The Round, Trichur (Cochin State).

B. S. Mathur & Co., Chatur Vilas, Pasta Civil Lines, Jodhpur (Rajaputana).

The Christian Literature Society for India, Post Box No. 501, Park Town, Madras.

City Book Company, Post Box No. 283, Madras.

C. Coomaraswamy Naidu & Sons, 27 and 35, Chinnathambi Street, Madras.

Higginbothams (Ltd.), Mount Road, Madras.

The Law Printing House, 11, Mount Road, Madras.

G. A. Natesan & Co., Madras.

P. R. Rama Iyer & Co., 308, Esplanade Row, Madras.

P. Varadachari & Co., Booksellers, 8, Linga Chetti Street, Madras.

Agent, The South India Saiva Siddhantha Works Publishing Society, Ltd., 6, Coral Merchant Street, Madras.

Venkatrama & Co., Educational Publishers and Booksellers, Esplanade, Georgetown, Madras.

D. Sree Krishnamurthi, Editor of "Grama Paripalana," Ongole (Madras)

E. M. Gopalakrishna Kone, Pudumantapam, Madura (Madras).

National Welfare Publicity, Ltd., Mangalore (Madras)

M. Seshachalam & Co., Proprietors, The Hindu Press, Masulipatam (Madras).

B. Venkataraman, Correspondent, Permanent Fund Buildings, Neela South Street, Negapatam (Madras).

The Hindustan Publishing Co. (Ltd.), Rajahmundry (Madras).

The Modern Stores, Salem (Madras).

The Proprietor, The House of Knowledge, Booksellers and Publishers, Palliagraharam P.O., Tanjore (Madras).

S. Kirshnaswami & Co., Teppakulam Post, Trichinopoly Fort (Madras).

L. Vaidyanatha Ayyar, Law Bookseller, Teppakulam P.O., Trichinopoly (Madras).

A. Venkatasubban, Law Bookseller, Vellore (Madras).

Bhawnani & Sons, Booksellers, etc., Connaught Place, New Delhi.

The Manager, The International Book Service, Booksellers, Publishers, News Agents and Stationers, Poona, 4.

P. N. Swaminathasivan & Co., Commission Agents, Booksellers, etc., Pudukkottai State. (Branches also at Karaikudi and Devakottai.)

The Proprietor, The Punjab Sanskrit Book Depot, Saidmitha Street, Lahore (Punjab).

Mohanlal Dossabhai Shah, Books Agent, etc., Rajkot.

The Booklovers' Resort, Booksellers and News Agents, Talkad, Trivandrum.

NOTICE

Official publications may be obtained in the United Kingdom either direct from the office of the High Commissioner for India, India House, Aldwych, London, W.C. 2, or through any bookseller.